



SUSTAINABILITY REPORT 2025



DRIVING SUSTAINABLE GROWTH THROUGH PARTNERSHIP

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About This Report

Sustainability Report Guidelines (2-2) (2-3) (2-4) (2-5)

The Sustainability Report 2025 has been prepared for public disclosure to demonstrate our commitment to transparency throughout our business operations and supply chain. The report compiles our sustainability performance across environmental, social, and governance (ESG) dimensions. It covers strategies, management approaches, targets, and performance results for the period from 1 January to 31 December 2025, and is intended to communicate with all stakeholder groups throughout our value chain.

This report has been prepared in accordance with the Global Reporting Initiative 2021 (GRI) Standards and the United Nations Sustainable Development Goals (SDGs). The content has been reviewed and endorsed by the management of relevant business units and the Company's Sustainability Committee. For the 2025 reporting cycle, external assurance has not yet been obtained.

This report is published in Thai and English in digital format only to promote sustainability and enable convenient access for readers via www.tcp.com.



Principles for Report Content Determination

The report content was determined by first understanding the organization's operating context and the impacts arising throughout its value chain on stakeholders. The report addresses material issues of interest to stakeholders and those that are significant to the Company's business strategy.

Reporting Scope (2-2) (2-3)

This report takes into account business relevance, data availability, and the social and environmental impacts of the Company's operations. It covers the operations of TCP Group and its subsidiaries in Thailand, while selected topics are reported for international operations. The data in this report covers the following companies within TCP Group:

t.c.pharma
T.C. Pharmaceutical Industries Co., Ltd.

T.G.VENDING
T.G. Vending & Showcase Industries Co., Ltd.

DURBELL
Durbell Co., Ltd.

HI-GEAR
Hi-Gear Co., Ltd

Content Determination and Significant Changes

The process for selecting report content is based on the GRI principles, taking into account the sustainability context and actual impacts arising throughout the value chain.

Double Materiality

In 2025, TCP Group strengthened its identification of material sustainability issues through a Double Materiality process, which considers two key dimensions:

- **Impact Materiality:** the impacts of the organization has on the economy, the environment, and people (inside-out)
- **Financial Materiality:** the impacts of external factors and sustainability issues on the organization's business value and financial position (outside-in)

The results of this assessment were used to refine TCP Group's Sustainability Framework to better align with rapidly changing conditions and to support effective delivery against the Company's 2026 targets.

For further information

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Message from the Chief Executive Officer and the Chairman of the Sustainability Steering Committee, TCP Group ⁽²⁻²²⁾



In 2026, TCP Group marks its 70th anniversary. Over the past seven decades, we have grown through different business cycles, crises, and turning points. Each period has brought its own challenges, and every year has presented new questions for us to address. Today, those questions are more complex and more interconnected than ever before.

We are operating in what many describe as the “**decade of decision.**” Prolonged geopolitical tensions, rapid technological change, economic volatility, and rising environmental pressures are reshaping the global business landscape. These forces create uncertainty for every organization. At the same time, they open new opportunities for business leaders who take a long-term view, have the courage to adapt, and remain committed to responsible business practices. TCP Group has always believed that sustainability is not simply about doing good because it is expected or required. It is the foundation of competitiveness and a core driver of long-term growth.

In a global economy that is no longer expanding at a rapid pace but instead requires businesses to manage carefully and adapt continuously, geopolitical risks are directly affecting energy costs, raw materials, and supply chains. Business decisions today therefore need to be more prudent and disciplined. Against this low-growth environment, TCP Group is placing greater emphasis on internal efficiency, effective cost management, and resilience across all dimensions of our operations.

At the same time, the business world is moving beyond traditional financial indicators to a broader understanding of value. “**Beyond GDP**” is no longer only a theoretical concept; it reflects the changing expectations of society, consumers, and investors, who increasingly view growth through the lens of inclusiveness, responsibility, and sustainability. This is a direction for which TCP Group is prepared and to which we are firmly committed.

Adapting for Sustainable Growth in 2025

2025 marked another important step for TCP Group in systematically linking our business strategy with our sustainability strategy. We reviewed our corporate strategy alongside a Double Materiality Assessment to build a comprehensive understanding across two key dimensions.

First, we considered which sustainability topics may affect TCP Group’s ability to conduct business, deliver performance, and achieve long-term growth, including the risks, opportunities, and uncertainties that may arise for the business.

At the same time, we assessed how TCP Group’s business activities affect the economy, society, the environment, and stakeholders across the value chain. This process enables us to prioritize sustainability topics in a structured way and use them as a basis for strategic decision-making—not only for reporting purposes, but also to ensure that our resources, time,

and efforts are directed to issues that truly matter to both business growth and the impact we create for society. This has led us to refine our Sustainability Development Framework so that it is clearer and better suited to a changing world.

In terms of growth, TCP Group is focusing on “**Growth Diversification**” to respond to rapidly changing consumer behavior. Consumers today look for beverages that provide not only refreshment, but also relevance to their lifestyles, health needs, functional benefits, and the values of the brands they choose. We are therefore developing a more diverse product portfolio to serve different needs, while staying true to TCP Group’s DNA of “**energizing**” and inspiring consumers at every stage of life.

In parallel, we continue to strengthen “**Operational Efficiency & Competitive Excellence,**” from raising production standards and improving supply chain efficiency to applying technology and innovation in manufacturing, warehousing, and transportation. These efforts increase agility, reduce costs, and support future growth. In marketing and brand communications, TCP Group continues to focus on real experiences that connect meaningfully with consumers, as seen in the Red Bull Desert Adventure in China, which clearly reflects the energy and spirit of the brand.

Long-term growth requires a strong foundation. We are therefore building a **"Future-Ready Foundation"** by developing employees' capabilities to navigate change, strengthening communities around our operations, and managing natural resources responsibly. As a result of our continued commitment, in early 2026 TCP Group's Prachinburi manufacturing facility became the first Thai-founded beverage company to receive certification under the International Water Stewardship Standard (AWS Standard), for responsible and transparent water stewardship both within and beyond the facility, taking into account the broader catchment context and the needs of stakeholders.

We also place importance on our trade partners and business partners, particularly small retailers and traditional trade stores that have grown alongside TCP Group over many years. Supporting partners across generations so they can adapt and grow with changes in the business environment is part of the economic and social sustainability we uphold.

Partnership for Change

Ultimately, TCP Group believes that sustainable change cannot be achieved by any one organization alone. Collaboration with partners across sectors, including government, the private sector, academia, communities, and stakeholders throughout the value chain is essential to creating outcomes that are more meaningful and sustainable.

For 70 years, TCP Group has grown through our belief in the power of people, the courage to change, and our responsibility to society and the environment. In 2026 and beyond, challenges will continue to increase, but our commitment to sustainable growth will become even clearer. For TCP Group, sustainability is not only the right thing to do; it is the way we grow with strength and purpose over the long term.

Mr. Saravoot Yoovidhya

Chief Executive Officer and
the Chairman of the Sustainability Steering Committee



About TCP Group (2-1) (2-6)



Mission



Fulfilling

Meeting our consumers and partners' needs with quality products and services.



Growing

Building value for our brands and creating value for our partners throughout the supply chain.



Caring

Caring for society and environment through the sustainable policy in every work process.

Corporate Culture



Food and beverage manufacturer and distributor that has been part of Thai society for 70 years. Through world-class innovation, systematic service delivery, and a strong distribution network, the Group builds customer confidence while consistently enhancing quality of life and creating value for society and the environment.

Purpose

Committed to energizing body and mind and bringing refreshment to millions of people around the world through a broad portfolio of beverages and services, while making the world better for all.



ปลุกพลัง เพื่อวันที่ดีกว่า



ENERGIZING
A BETTER WORLD FOR ALL

Business Overview



Established for
70 years



Head Office:
Bangbon, Bangkok
Thailand



5,000+
employees



Exports to
22 markets in Asia



12
core brands



6 product
categories

Production and Export of Food and Beverage Products

Operations in Thailand

1 manufacturing plant in Thailand

- T.C. Pharmaceutical Industries Co., Ltd.

Distribution, Logistics, Warehousing and Retail through Vending Machines

- Durbell Co., Ltd.
- T.G. Vending and Showcase Industries Co., Ltd.
- TC-Trading and Leasing Co., Ltd.



23 branches, distribution
centers and warehouses
nationwide



Products delivered
to destinations
within **48** hours



1,141 sales and
distribution vehicles



Reaching more than
140,000
retail outlets



1,687
vending
machines



More information,
click.

Product distribution
through
Online
channels

Sales Promotion and Marketing Activities

- Hi-Gear Co., Ltd.



Providing sales promotion activities
through professional teams



Committed to
responsible marketing



Activities organized
nationwide

International Operations



2 manufacturing plants
in China

- TC Red Bull (Sichuan) Drink Co., Ltd.
- TC Red Bull (Guangxi) Drink Co., Ltd.



3 joint venture
distributors

- Yee Lee Marketing Sdn. Bhd.
- PT Aktif Energi Indonesia
- Dory Rich Joint Stock Company



5 overseas
offices

- TC (Beijing) Investment Co., Ltd.
- TC Red Bull (Beijing) Trading Co., Ltd.
- TC Red Bull (Beijing) Beverage Sale Co., Ltd.
- TCPVN Co., Ltd.
- TCPMM Private Limited.



4 joint venture
manufacturing plants

- Red Bull (Vietnam) Co., Ltd.
- Hainan Red Bull Drink Co., Ltd.
- PT Asia Health Energi Beverages
- Saras Beverages Private Limited

Operational Footprint

Production facilities food and
beverage distribution companies are
located across seven countries:
Thailand, China, Vietnam, Myanmar,
Malaysia, Indonesia, and Nepal.



Supply Chain Sustainability (2-6)



1 Product Development and Sustainable Procurement

- Collaborating with partners to develop environmentally friendly packaging.
- Developing products that fulfill consumer needs.
- Implementing standardized procurement processes that integrate social and environmental criteria.
- Managing operational risks related to products and services.
- Conducting Sustainability Self-Assessments for Tire1 suppliers.
- Establishing the Supplier Code of Conduct and Sustainable Procurement Policy.

2 Manufacturing and Packaging

- Governing manufacturing operations in accordance with international standards.
- Integrating advanced technology to support Smart Manufacturing execution.
- Securing and treating water resources sustainably.
- Enhancing energy efficiency and increasing the share of clean energy utilization.
- Mitigating greenhouse gas (GHG) emissions within manufacturing processes.
- Minimizing waste generation and implementing efficient manufacturing waste management.
- Preventing chemical leakages and hazardous spills.
- Enforcing occupational health and safety measures.
- Optimizing warehouse management efficiency.
- Nurturing and developing employee capabilities.
- Establishing labor policies and practices that actively promote human rights.

3 Distribution and Logistics

- Developing distribution centers and optimizing transportation efficiency.
- Reducing greenhouse gas (GHG) emissions through strategic logistics management.
- Maintaining comprehensive and resilient distribution channels.
- Enforcing safety protocols for logistics transportation and warehouse operations.
- Optimizing energy efficiency across corporate offices and distribution warehouses.

4 Marketing and Sales

- Deploying innovative technologies to enhance sales and marketing efficiency.
- Conducting responsible marketing, advertising, and public relations.
- Ensuring comprehensive, transparent, and beneficial product labeling disclosures.
- Upholding business ethics and fair trade principles in commercial operations.
- Continuously fostering strong relationships with customers and consumers.
- Creating pioneering and value-driven experiences for customers.
- Building globally recognized brands (Global Brands).

5 Post-Consumption Management

- Communicating key insights to consumers to accelerate a Circular Economy transition.
- Collaborating with business partners to collect post-consumer aluminum cans, recycling them back into the production cycle to achieve a Closed-Loop model.
- Conducting feasibility studies and executing post-consumer packaging collection initiatives through targeted strategic projects.

Driving sustainability



TCP Sustainability Forum 2025

The fourth sustainability forum was held under the theme **"Sustainable Growth: The Future of Growth,"** focusing on balanced growth across three key dimensions: business growth, the restoration of natural resources and water sources, and social equity, all underpinned by good governance to create long-term value. The forum served as a platform for strategic dialogue and collaboration among partners in the food and beverage industry to advance the sustainability goals of both the organization and the country.

 [Read More Click](#)



Signing of an academic cooperation agreement to elevate standards and production in Thai industry to the international level

TCP Group and the National Astronomical Research Institute of Thailand (Public Organization) (NARIT) signed a memorandum of academic cooperation to apply knowledge transfer, advanced technologies, and innovation to manufacturing processes. The collaboration aims to develop high-quality products and advance industry to the international level, reinforcing TCP Group's commitment to science, technology, and innovation.



Seminar: "Staying Ahead with Education Tax Benefits, Leading the Competition"

TCP Group, together with 10 partner organizations, held a seminar on education investment and tax incentives to share knowledge on government support measures and tax benefits for investment in education. The seminar emphasized the use of public-sector mechanisms to reduce the cost of workforce capability development (Upskilling/Reskilling) and strengthen the structure of Thailand's labor force.



The Standard Economic Forum 2025

At The Standard Economic Forum 2025, under the theme **"Reimagining Sustainable Growth for Thailand's Next Frontier,"** TCP Group presented sustainability as a core strategy for long-term business resilience through the E+ESG approach, integrating economic priorities with balanced environmental, social and governance responsibilities. Through the concepts of Rebalance and Reinvent, the Group highlighted risk management through a diversified product portfolio, innovation through cross-disciplinary collaboration, and the restoration of natural resources to build a strong foundation, alongside people development as a key driver of sustainable competitiveness for both the organization and the country.

People Performance Conference 2025

Performance management for sustainability goals (Performance with Purpose): the organization has advanced its people management approach by aligning employees' individual goals with TCP Group's sustainability goals. This approach emphasizes internal motivation and employee engagement, supported by digital technology for strategic data management, to strengthen corporate culture and enable sustainable growth alongside society and the environment.



Driving sustainability



IUCN World Conservation Congress 2025

“TCP RETURN” project on sustainable packaging management standards (EPR & Circular Economy Excellence) was featured as a case study in “The Nature of Success” by the International Union for Conservation of Nature (IUCN) as a practical model for applying circular economy principles. The project was also presented at the IUCN World Conservation Congress 2025 to demonstrate its potential to manage used packaging from source to recycling, while creating tangible community participation.



From Climate Challenge to Sustainable Change: Acting Today, Adapting for Tomorrow

TCP Group shared its vision during the panel discussion “From Climate Challenge to Sustainable Change” at Sustainability Expo 2025, highlighting strategies to build water resilience and the use of technology in water resource management to adapt to climate change, while promoting multi-stakeholder collaboration to turn environmental challenges into sustainable action.



Knowledge-sharing activity: “Community of Practice for Sustainability”

TCP Group shared its experience from the “TCP Embracing Thailand’s River Basins” project during the CoP of CSR and Sustainable Development organized by Bangchak Corporation Public Company Limited. The discussion focused on building water resilience and integrated water resource management, including surface water and groundwater, to address climate change challenges while supporting the agricultural sector and local communities in becoming more self-reliant.



“Code Red Thailand” at Bangkok Climate Action Week 2025

To raise awareness and encourage engagement on climate issues, TCP Group participated as a speaker in the “Code Red Thailand” activity under Bangkok Climate Action Week 2025 to exchange perspectives on climate change with the public through a board game tool that simulates pathways for driving the transition to a low-carbon society (Climate Transition).



Consultation to Promote Biodiversity and Freshwater Ecosystem Restoration and Conservation in Thailand

TCP Group joined the discussion at the “Freshwater Challenge” forum organized by IUCN Thailand to explore approaches to restoring freshwater ecosystems and biodiversity at the national level. The forum aimed to create a platform for cross-sector dialogue to identify urgent issues and adaptation opportunities related to freshwater resource challenges, supporting long-term resilience for communities and ecosystems.

Awards and Achievements



Thailand's Most Admired Company

Highest score in "Business Performance" in the beverage business
By BrandAge magazine in collaboration with research findings
from academic institutions



Platinum Winner, Loyalty and Reward category

For the development of RedClub on
the LINE platform
By the MarTech Innovation Awards
2025



Outstanding Model Establishment in National Occupational Safety for the 3rd consecutive year

- Durbell Co., Ltd. (Head Office)

Safety Culture Together in the Workplace 2025

- T.C. Pharmaceutical Industries Co., Ltd. (Head Office)
- Durbell Co., Ltd. (Head Office)
- T.G. Vending and Showcase Industries Co., Ltd.

Outstanding Model Establishment for Good Labor Practices under the Sufficiency Economy Philosophy, 2025

- T.C. Pharmaceutical Industries Co., Ltd. (Head Office)
- By the Department of Labour Protection and Welfare



Sustainability Disclosure Award 2025 (5th consecutive year)

By Thaipat Institute



CSR-DIW Continuous Award for the 11th consecutive year

T.C. Pharmaceutical Industries Co., Ltd.
By the Department of Industrial Works



Green Industry Level 5 (Green Network)

T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri)
By the Ministry of Industry



Memberships (2-28)



Network Thailand

UN Global Compact
Network Thailand



Board Of Trade
of Thailand



สภาอุตสาหกรรมแห่งประเทศไทย
THE FEDERATION OF THAI INDUSTRIES

The Federation
of Thai Industries



Thai Beverage Industry
Association



Thailand Institute
of Packaging and Recycling



Thailand Carbon Neutral
Network

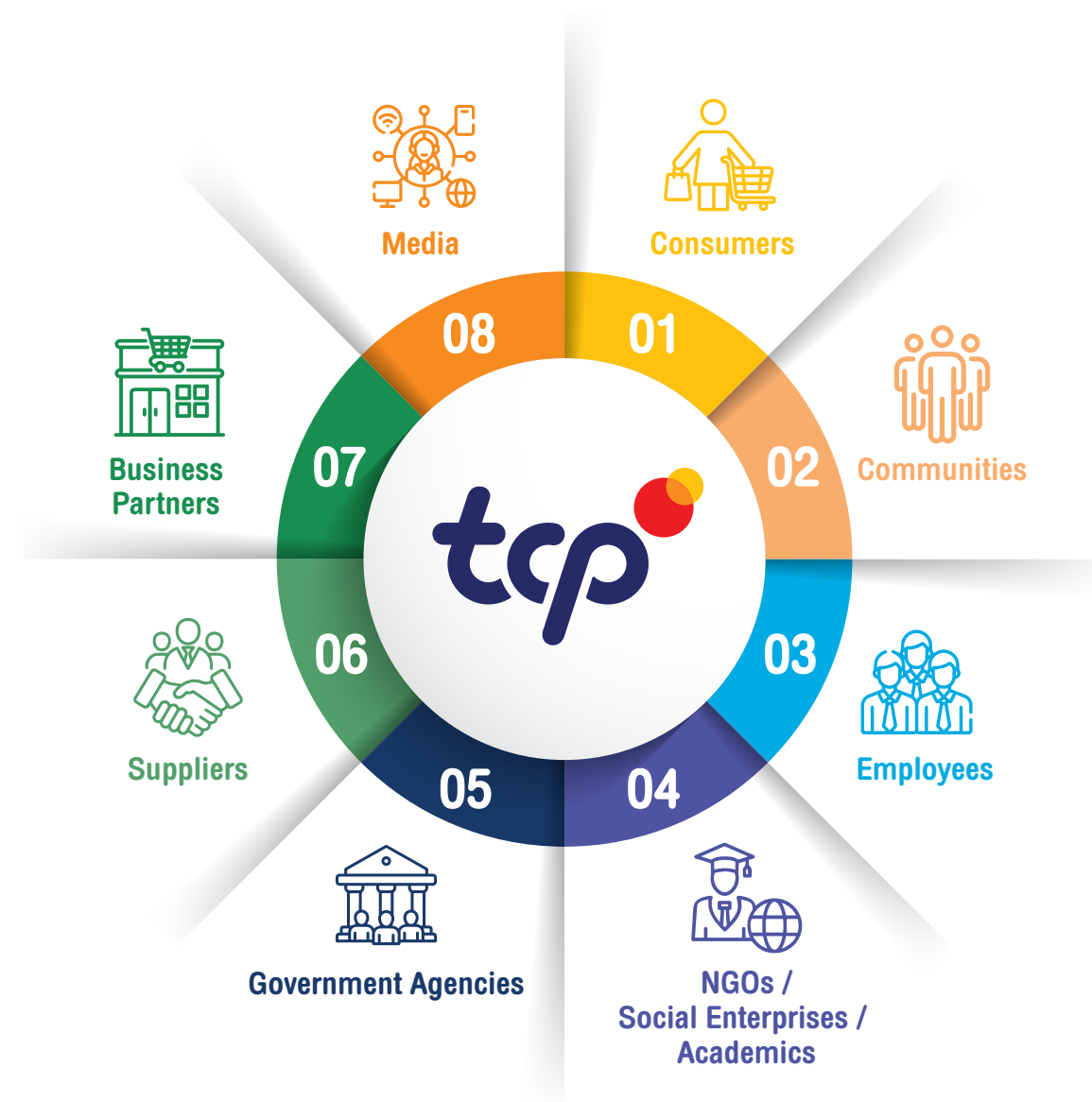


Energy Drink Manufacturers
Association (EDMA)



Stakeholder Engagement (2-29)

TCP Group places importance on creating shared value throughout the value chain. The Group identifies eight key stakeholder groups, covering individuals or groups that are affected, or maybe, by their business operations, both positively and negatively. To ensure that its operations are aligned with stakeholder expectations and effectively address material issues, the Company has established stakeholder engagement approaches through a variety of communication and feedback channels. Insights, recommendations, and perspectives obtained are integrated into strategy development, materiality assessment, and risk management, with the aim of achieving sustainable business growth alongside society and the environment.



Stakeholder Group	Engagement Channels	Stakeholder Focus Topics	Related Disclosures	Responsible Functions
 1. Consumers 	- Marketing activities and communication through online and offline channels - Consumer product opinion surveys - Consumer Information Center - Brand Use Most Often survey	- Health and nutrition-oriented products - Environmentally friendly packaging development and post-consumption packaging management - Transparency of product labelling and traceability - Responsible marketing and health-related information - Water resource management in collaboration with communities and climate response - Innovation in product accessibility and product image	- Product Excellence - Corporate Governance - Circular Economy	- Sales Department - Marketing Department - Corporate Communications Section - Consumer Information Center
 2. Communities 	- Informal community site visits - Participation in community relations activities - Disaster and pandemic relief assistance for local communities - Community engagement and development projects - Community satisfaction surveys	- Water resource management and salinity mitigation - Public water source restoration and continuous aquatic weed management - Effective community relations and communication - Local economic development, employment, and vocational skills development - Quality of life, education, and basic infrastructure improvement - Community support and assistance during crises	- Sustainable Society and Community - Water Sustainability Management - Low Carbon Economy	- Corporate Affairs and Sustainability Development Section - Engineering, Safety and Sustainability Department

Stakeholder Group	Engagement Channels	Stakeholder Focus Topics	Related Disclosures	Responsible Functions
  3. Employees	- Employee Town Hall meetings - Volunteer activities - Employee engagement and satisfaction surveys - Internal communications via email and LINE application - Employee club activities (TCP Club) - Internal collaboration channels (TCP Movement, TCP Voice via MS Teams)	- Fostering a corporate culture of adaptability and business resilience - Developing health and nutrition-oriented product innovations to meet consumer needs - Driving operational process innovations to enhance efficiency and agility - Supply chain risk management and raw material security - Sustainable water resource management and climate action - Promoting the circular economy and fostering consumer awareness - Providing opportunities for employees to drive organizational innovation	- Product Excellence - Human Resource Management - Circular Economy - Water Sustainability Management - Low Carbon Economy	Human Resources and Administration Department
  4. NGO/SE/ Academia	- Sustainability network participation - Strategic collaboration through sustainability projects - Perception surveys on sustainability issues, recommendations, and expectations - Sustainability forums and dialogues	- Providing accurate consumer information and disclosing production control standards - less sugar and healthier product offerings - Recyclable packaging development and post-consumer packaging management - Addressing marketing activities that generate large volumes of waste - Implementing greenhouse gas (GHG) emissions reduction activities - Sustainable waste management in production processes - Corporate transparency in business operations	- Product Excellence - Circular Economy - Low-Carbon Economy - Corporate Governance	Corporate Affairs and Sustainability Development Section

Stakeholder Group	Engagement Channels	Stakeholder Focus Topics	Related Disclosures	Responsible Functions
 5. Government Agencies	• Business performance reporting under relevant legal frameworks and regulations • Participation in government-hosted meetings, seminars, and activities • Strategic public-private partnerships through sustainability projects • Building institutional relations and collaboration through trade and industrial association memberships	• Ensuring food security and business continuity planning (BCP) under crises • Clean energy transition and climate change mitigation/adaptation • Sustainable packaging innovation and readiness for Extended Producer Responsibility (EPR) regulations • Wastewater and waste management, and preventing environmental impacts on local communities • Responsible marketing and verification of health/nutrition claims • Fostering nutritional literacy and healthy consumer behavior • Accountability for traffic impacts, public utility usage, and local resource consumption • Integrating public sector collaboration to develop local economies and grassroots communities	• Product Excellence • Circular Economy • Low-Carbon Economy • Corporate Governance • Human Resource Management • Water Sustainability Management • Sustainable Society and Community	• Legal Department • Government and Regulatory Affairs Section
 6. Suppliers	• Supplier sustainability conferences and training sessions • Supplier sustainability self-assessments (Supplier ESG Self-Assessment) • Collaborative sustainability and value chain projects • Whistleblowing and grievance mechanisms via the TCP Integrity Line	• Collaborative business continuity planning (BCP) and joint crisis management • Long-term strategic planning and data sharing to optimize supply chain efficiency • Joint development of sustainable product and packaging innovations (Green Innovation) • Fair procurement, corporate transparency, and business integrity • Alignment of climate resilience goals and GHG emissions reduction targets • Preparation for EPR regulations and managing circular economy operational costs • Enhancing raw material traceability and supply chain mapping • Fostering shared corporate commitments and cultural alignment for mutual sustainable growth	• Product Excellence • Circular Economy • Low-Carbon Economy • Corporate Governance • Human Resource Management • Water Sustainability Management	• Supply Chain Division

Stakeholder Group	Engagement Channels	Stakeholder Focus Topics	Related Disclosures	Responsible Functions
  7. Business Partners	- Joint Corporate Social Responsibility (CSR) activities “GT Partnership” project providing business knowledge and driving growth in traditional trade markets - Capability building for business partners and next-generation networks (Durbell Successor) - Retailer engagement and relationship surveys (Sale Per Point Distribution: SPPD)	- Enhancing product claim/return processes and distribution planning efficiency - Integrating data systems and establishing agile workflows (Lean Process) - Transparent communication and alignment on commercial agreements - Developing promotional strategies that align with modern consumer behavior - Delivering health-oriented product innovations with value pricing and preferred tastes - Managing profit margins and competitive pricing structures across all distribution channels - Strengthening long-term relationships and collaboration with local store personnel - Fostering environmental responsibility and expanding the use of recyclable packaging	- Product Excellence - Corporate Governance	Sales Department
  8. Media	- Corporate sustainability press conferences and media briefings - Media participation in corporate volunteer activities - Corporate sponsorship and support for media-hosted events and activities - Press releases and media kits for new product launches	- Disclosure of defined corporate sustainability targets and roadmaps - Product development aligned with health, wellness, and environmental trends - Post-consumer packaging management and stewardship - Transparency and disclosure of sustainable supply chain management - Internal water conservation and wastewater management within production processes - Transparency and ethics in corporate operations	- Product Excellence - Supply Chain Management - Water Sustainability Management - Corporate Governance	Corporate Communications Section

Sustainability Governance of TCP Group (2-11) (2-12) (2-13) (2-14)

Governance structure is a critical foundation for driving the organization toward its sustainability goals in a tangible manner. The Company has therefore established a management structure that connects the policy level with the operational level in order to promote efficient and integrated implementation, as follows:

1. Sustainability Steering Committee

serves as the primary mechanism for policy and strategic direction, with key roles and responsibilities including:

- Policy and target setting: Establish sustainability policies and targets in alignment with TCP Group's business direction.
- Oversight and monitoring: Regularly supervise, monitor, and evaluate performance against policies, plans, and governance principles.
- Review of material issues: Consider impacts and review the completeness of the organization's material sustainability issues.
- Strategic support: Provide recommendations and support to the Strategic Sustainability Pillars to enable achievement of the targets set.
- Engagement promotion: Foster communication and encourage employees at all levels to participate in driving a sustainability culture within the organization.

2. Strategic Pillar Leaders

The Strategic Pillar Leaders serve as key drivers in translating strategy into action across each area, including Innovation for Sustainable Growth, Climate Action, Water Stewardship, and Empowering People. Their responsibilities cover three key dimensions as follows:

1. Strategy & Planning

- Develop strategic plans and set both short-term and long-term targets in line with the pillar under their responsibility.
- Recommend the allocation of budgets, resources, and technologies necessary for implementation.

2. Governance & Implementation

- Act as the central mechanism to drive action plans and coordinate collaboration with relevant stakeholders across sectors.
- Manage sustainability risks and consider sustainability opportunities relevant to the scope of each pillar.

3. Monitoring & Evaluation

- Develop Key Performance Indicators (KPIs) and continuously track progress.
- Report on performance and key issues to the Sustainability Steering Committee to ensure transparency and continuity in management.



Sustainability Governance



Materiality Assessment (2-13) (3-1)

In 2025, TCP Group conducted a comprehensive review and reassessment of its material sustainability issues based on the international standards of GRI (Global Reporting Initiative) and ESRS (European Sustainability Reporting Standards), with the aim of advancing disclosure in line with the principle of Double Materiality. This approach considers both impacts on the organization’s financial position (Financial Materiality) and the organization’s impacts on the environment and society (Impact Materiality). The process began with the identification of sustainability issues across the value chain, which were then assessed through management’s risk perspective and the expectations of key stakeholders before being prioritized in a Materiality Matrix to identify the Area of Importance on which TCP Group should focus its management efforts. The process was supported by representatives from internal functions, key stakeholder groups, and external advisers to ensure transparency and alignment with international principles.



1. Business Context Study and Analysis

Study external factors, business trends, and economic, environmental, human rights, and social challenges at the local, regional, and global levels that are relevant to the Company, its value chain, and business relationships, and that may affect the Company in both the short and long term, including the identification and grouping of stakeholders relevant to operations.

2. Identification of Impacts and Relevant Sustainability Topics Across the Value Chain

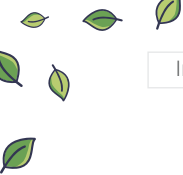
Collect data to identify impacts and sustainability issues through in-depth interviews with representatives of all stakeholder groups, together with an assessment of business operations across the supply chain. Issues were categorized into economic, environmental, social, and governance dimensions, while identifying both positive and negative impacts on the economy, society, and the environment for each issue, as well as related sustainability risks and business opportunities that may affect the organization in the future. A total of 16 issues were identified.

3. Significance Assessment of Topics Affecting the Organization’s Financial Status and Corporate Impacts on the Environment and Society

The assessment process was carried out by representatives of TCP Group and stakeholders based on the established criteria. Organizational representatives reviewed all 16 sustainability issues together with indicators and materiality criteria, then conducted the assessment and calculated the average score for each issue. Stakeholders provided information through in-depth interviews regarding their roles and perspectives on shared value creation. Information from both groups was analyzed and presented in matrix form to compare materiality from different perspectives.

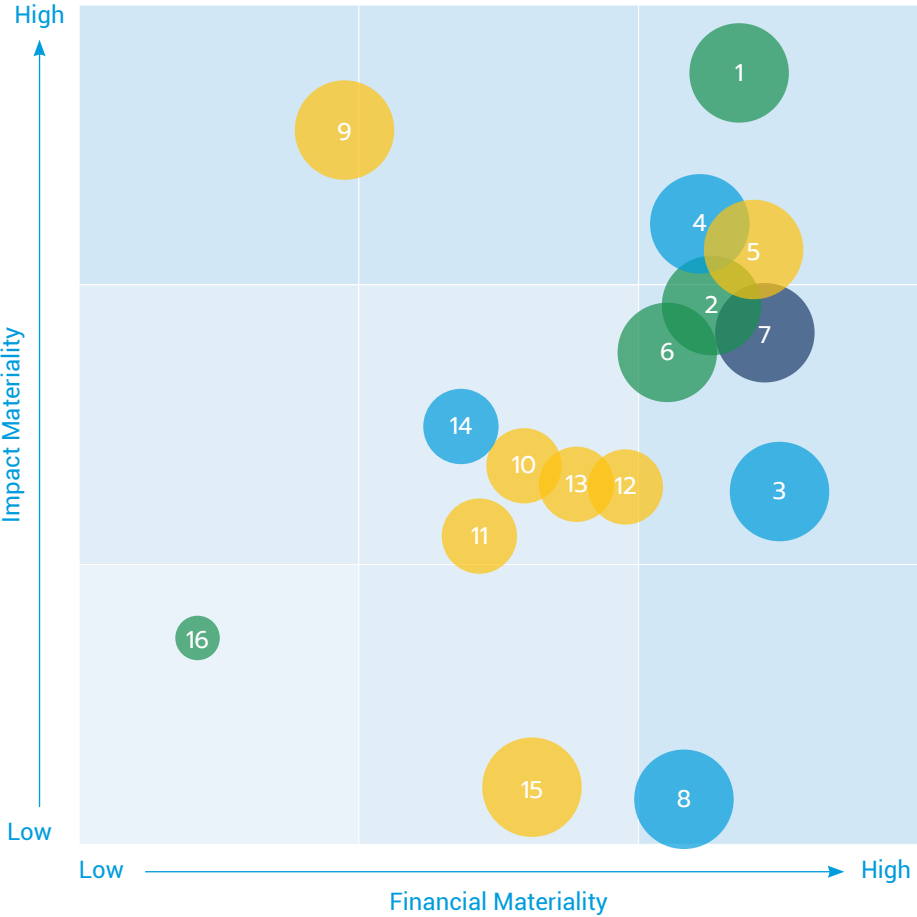
4. Prioritization and Determination of Material Sustainability Topics

Defining the Area of Importance in the matrix is the final step in identifying the most material issues. The assessment results are prioritized according to the level of impact and are reviewed by senior management to ensure that the outcomes reflect the reality of the business and effectively support the organization’s sustainability strategy.



Material Sustainability Topics (3-2)

In 2025, the Company identified a total of 16 material sustainability topics, comprising 9 very high material topics, 5 high material topics, and 2 medium material topics. While the number of topics remains unchanged from 2024, the grouping of topics has been revised and several existing topics have been consolidated. New topics added from 2024 include Cybersecurity and Safety, Innovation Development, Biodiversity Protection and Enhancement, Corporate Citizenship, and Business Resilience.



The importance of the issue to stakeholders



- Environmental Topics
- Social Topics
- Corporate Governance Topics
- Economic Topics

Very High Material Topics

- 1 Water and Wastewater Management
- 2 Climate Action
- 3 Innovation Development
- 4 Value Chain Management
- 5 Consumer Health and Safety
- 6 Packaging and Waste Management
- 7 Corporate Governance
- 8 Cybersecurity and Safety
- 9 Corporate Citizenship
- 15 Data Privacy and Personal Data Security

High Material Topics

- 10 Respect for Human Rights
- 11 Labor Practices
- 12 Product Labeling
- 13 Responsible Marketing
- 14 Business Resilience

Medium Material Topics

- 16 Biodiversity Protection and Enhancement

TCP Group Sustainability Framework

The outcomes of the 2025 Double Materiality assessment represent an important milestone in reviewing and refining TCP Group's Sustainability Framework to make it clearer and more responsive to global challenges. The organization has taken the following actions:

- Refining Material Topics**

The analysis of the linkages between environmental and social impacts (Impact Materiality) and financial risks and opportunities (Financial Materiality) was used to reprioritize sustainability topics so that they cover both emerging issues and changing stakeholder expectations.

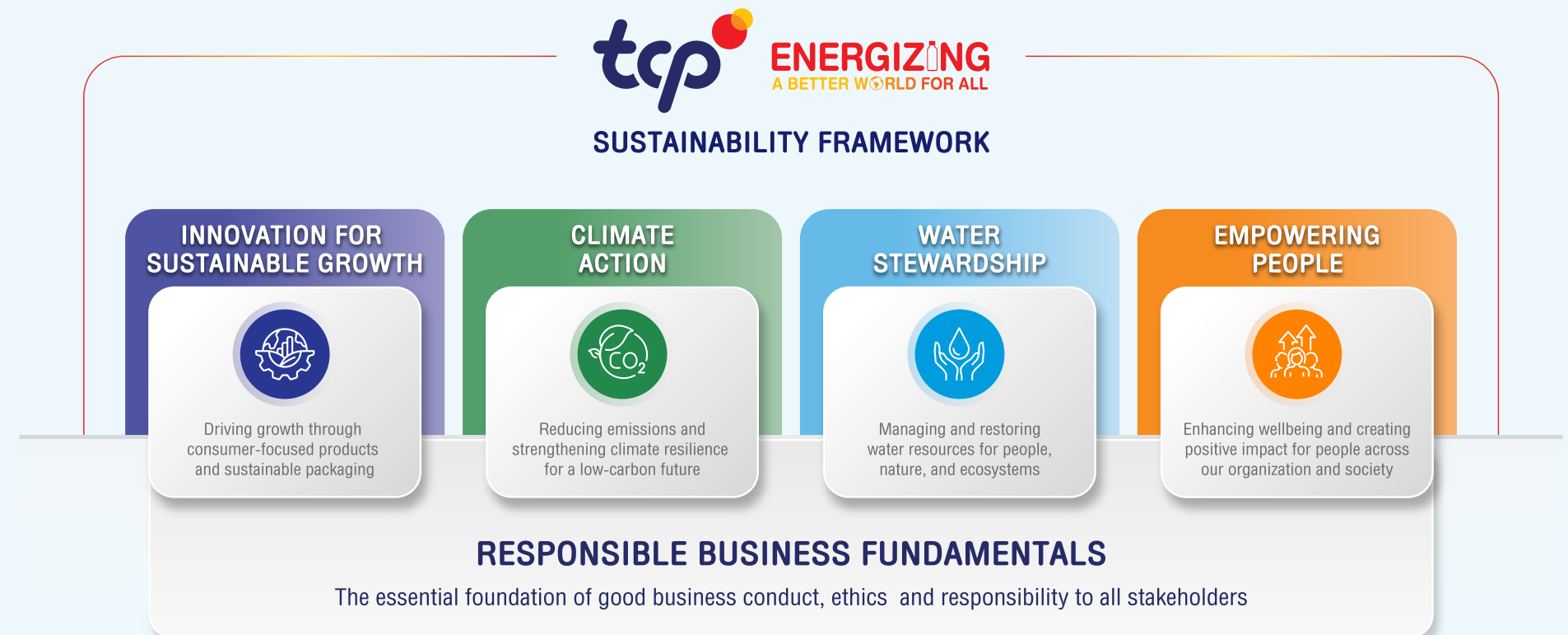
- Integration into Business Strategy**

The assessment results were used as a key input for setting measurable targets and KPIs in preparation for effective implementation in 2026.

- Building Resilience to Change**

The enhancement of the framework enables the organization to manage ESG risks with greater agility, respond to global volatility, and strengthen long-term sustainable competitiveness.

Based on the organization's Double Materiality process, TCP Group has identified and prioritized sustainability issues that have significant impacts on both business and society. To translate these into concrete action, the Group has integrated these topics into its core business strategy and defined them within the "TCP Sustainability Framework."



This framework defines a clear scope so that all functions across TCP Group can direct resources and people toward the same priorities. It comprises both proactive operational dimensions and foundational management enablers. Targets for each strategic pillar are currently being developed for 2026.

Targets and Progress Summary

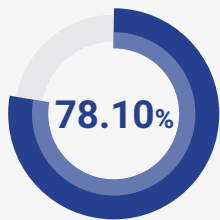


Product Excellence

Targets

Develop current products and new brands that truly respond to consumer needs.

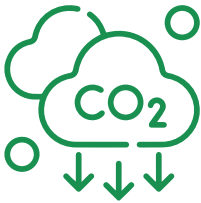
2025 Performance



of products under health and nutrition criteria of TCP.



27 new products and reformulated beverage options for health and wellness.¹

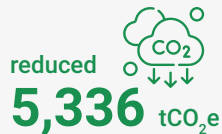


Low Carbon Economy

Targets

2050: Achieve Net Zero Greenhouse Gas (GHG) emissions.

2025 Performance



Reduced Scope 1 and Scope 2 GHG emissions by 5,336 tCO₂e, representing a 12% reduction compared to the 2024 baseline.²



Renewable energy projects successfully mitigated GHG emissions by **48,222** tCO₂e/year.



Circular Economy

Targets

2024: Achieve 100% recyclable packaging, commit to integrating circular economy principles into all business processes, and foster collaboration with partners across the value chain.

2025 Performance

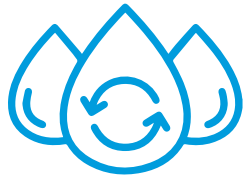


Achieved 100% recyclable packaging development target.

Achieved Zero Waste to Landfill target.³



Collected **754.16** tonnes of post-consumer packaging through 8 strategic initiatives.



Water Sustainability Management

Targets

2030: Achieve Net Water Positive by replenishing more water to nature and communities than the volume utilized in production processes.

2025 Performance



Replenished **1,149,872 m³** of water back to communities



"TCP Embracing Thailand's Basins" Project: Replenished 1,149,872 m³ of water back to communities and the environment, covering 4 provinces across 2 major river basins, benefiting 1,287 people with an estimated economic value of 5,749,480 THB.

Prachinburi manufacturing facility reduced water withdrawal

in production by **11%** (307,030 m³) compared to 2024.

Notes ¹ Includes both newly launched products and those with reformulated recipes.
² Reports boundaries of companies under TCP Group (Thailand) only.
³ Based on waste management data from the corporate headquarters and manufacturing facilities in Thailand.

Governance and Economic Performance

Responsible corporate governance and promoting stakeholder engagement in sustainability performance



Total revenue
42,189.31
Million Baht



Operating costs
30,463.25
Million Baht



Employee wages and benefits
3,053.59
Million Baht



Payments to government
1,363.65
Million Baht



Community investments
55.34
Million Baht



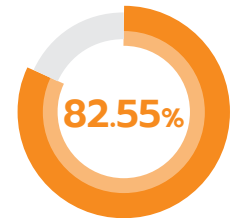
of all employees acknowledged and passed the TCP Group Code of Conduct assessment



of all suppliers in Thailand acknowledged and signed a commitment to comply with the TCP Supplier Code of Conduct



of Tier 1 suppliers completed sustainability self-assessments, totaling 114 suppliers



proportion of domestic procurement spending (2024-1)



No significant

personal data breaches were reported during the reporting period.



0 incidents

of data leakage from cyber threats with business impact

Corporate Governance

Amid global economic uncertainties, geopolitical volatility, and climate crises, TCP Group prioritizes good corporate governance as a core mechanism to build organizational resilience and maintain competitiveness. The Group focuses on enhancing management structures and internal processes to align with emerging regulations and international standards, driving sustainable growth and fostering trust among all stakeholder groups.

Performance (205-2) (418-1)

- **Review of the TCP Group Data Privacy Policy** : Updated to ensure legal compliance and alignment with international standards, establishing a unified corporate framework while ensuring each operating country enacts policies tailored to local regulations that remain consistent with group-level policy.
- **Development of e-Learning Courses for Employees at All Levels** : Designed to enhance awareness and understanding of personal data protection, including guidelines for the collection, disclosure, and management of personal data in compliance with corporate policies and relevant laws.



- **Appointment of a Data Protection Officer (DPO)** : Assigned for business operations in China to oversee and advise on regulatory compliance, as well as to coordinate activities in alignment with the TCP Group Data Privacy Policy.
- **No significant incidents of personal data breaches were reported during the reporting period.**
- **Policy Management System** : Established a centralized policy hub on the SharePoint system to compile, categorize, and disseminate the latest group-wide policies. Additionally, a dashboard was developed to display review and approval statuses, supporting comprehensive policy communication tracking.

TCP Group establishes good corporate governance management approaches covering policy formulation, governance structures, legal and regulatory compliance monitoring, data privacy, and whistleblowing and investigation systems. Grounded in the principles of transparency, accountability, fairness, and stakeholder inclusivity, these approaches ensure operational efficiency and strengthen trust among all stakeholder groups.

Corporate Governance Management Approach

1. Governance Structure & Group Policy

The organization drives corporate governance by defining directions and establishing group-level policies (TCP Group Policy) to ensure consistent operational standards across all operating countries. This structure focuses on allocating clear roles and responsibilities between headquarters and regional business units, enhancing management flexibility, mitigating operational risks, and instilling an organizational culture of ethics and accountability, which serves as a vital foundation for steady growth.

2. Code of Conduct

A comprehensive corporate code of conduct handbook and regulations have been instituted for all employees to adhere to and appropriately integrate into their daily operations.

3. Anti-corruption (205-2)

The Group has established an “Anti-corruption Policy” and communicated it to all employees for implementation. The policy encompasses duties, responsibilities, practical guidelines, and operational requirements designed to prevent corruption across all business activities. This ensures that business decisions involving potential corruption risks are thoroughly reviewed and properly executed.

4. Compliance (2-27)

Legal and regulatory compliance governance systems and processes have been defined to ensure that business operations are legally accurate, complete, and fully aligned with relevant laws, integrating international quality management standards into practice. The core guidelines include:

- 4.1 Studying the laws, rules, and regulations of each country where the company operates to inform operational planning.
- 4.2 Assessing legal and regulatory risks and establishing mitigation measures and guidelines to ensure full readiness before commencing business activities.
- 4.3 Monitoring, advising, and supporting relevant internal units to ensure continuous and correct operational alignment with laws and regulations.
- 4.4 Regularly reporting compliance performance and related issues to management, alongside disclosing required information transparently in accordance with corporate governance principles.

5. Data Privacy

To ensure that data governance across TCP Group meets uniform standards enterprise-wide, employees at all levels and departments must recognize the importance of personal data protection and strictly comply with designated policies. The Data Governance Committee and Data Privacy Working Group are tasked with overseeing, monitoring, and driving efficient data protection operations. To this end, two key policies have been established and updated:

- 5.1 TCP Group Data Governance Policy:** Formulated to set a standardized internal data management framework, encompassing data storage, access, utilization, sharing/disclosure, backup, and disposal. It also details security measures and access control rights to ensure that corporate, business partner, and customer data are properly managed, accurate, and compliant with relevant laws and regulations.
- 5.2 TCP Group Data Privacy Policy:** Formulated to guide the transparent and fair collection, use, disclosure, and transfer of personal data, specifying associated purposes and legal bases. It also defines measures to protect data subjects’ rights, ensuring personal data is securely protected and appropriately utilized under the respective laws of each country.

6. Whistleblowing & Complaint Channel (2-16) (2-26)

The TCP Integrity Line serves as a secure channel for all stakeholder groups of TCP Group to report misconduct, grievances, or actions that violate business ethics, including corruption incidents, ensuring appropriate corrective actions are taken. Strict guidelines are implemented to protect and provide fairness to whistleblowers through three available channels:

- **Email:** internalaudit@tcp.com
- **TCP Website:** <https://integrity.tcp.com>
- **Letter or Document addressed to the “Internal Audit Department”**
Address: T.C. Pharmaceutical Industries Co., Ltd.
 288 Ekkachai Rd, Khlong Bang Phran, Bang Bon, Bangkok 10150

Enhancing Governance Efficiency through the TCPG Policy Project



In 2025, the Group executed the TCPG Policy Project to enhance clarity and transparency in the governance of critical policies across all departments. By establishing a policy center on SharePoint and developing an interactive dashboard, employees can quickly and systematically access the most up-to-date policies. This initiative represents a tangible advancement in governance efficiency and fosters consistency across the entire group. The TCPG Policy Project directly contributes to elevating compliance, transparency, and clarity within TCP Group's governance framework, reinforcing effective management for long-term sustainable growth.

Risk Management

TCP Group operates its risk management under a comprehensive Risk Management Policy that spans significant risk identification, mitigation strategy formulation, and continuous monitoring and review to keep pace with changing market dynamics and regulations. In 2025, the organization elevated the role of risk management into a strategic function through the following approaches:

Focused Risk Oversight

The Risk Management Department shifted its focus toward analyzing and providing holistic overviews of high and very high-level material risks at both corporate and country levels, thereby supporting executive strategic decision-making.

Independent Assessment

The Group promotes independent feedback on the adequacy of risk mitigation measures, equipping executives with balanced insights and perspectives distinct from operations, leading to more robust process improvements.

Data-Driven Roadmap

The organization laid out a development plan for 2026 risk management, focusing on leveraging data to establish early warning indicators and Key Risk Indicators (KRIs) for critical risks, strengthening capabilities for proactive readiness and rapid response.

Regulatory and Policy Change Monitoring and Management (2-27)

1. Management Approach and Operations

TCP Group prioritizes regulatory risk management amid shifting socio-economic contexts. The Government Affairs unit closely monitors public policy and legislative movements to assess operational impacts and ensure regulatory compliance readiness. The Group maintains ongoing collaborations and dialogue with government entities and institutional networks, including the Pollution Control Department, the Department of Climate Change and Environment, the Excise Department, the Department of Intellectual Property, the Department of Internal Trade, the Food and Drug Administration (FDA), the Department of Health, and international organizations such as the German Agency for International Cooperation (GIZ) and the Sustainable Resource Management Foundation (3R).

Furthermore, internal communication systems have been implemented to raise awareness and prepare for significant draft legislation, including:

- Draft Sustainable Packaging Management Act
- Draft Climate Change Act
- Draft Clean Air Act
- Industrial Waste Management Policy (monitoring waste transfer out of factory premises via the i-Single Form system)

2. Public Policy Engagement

In 2025, TCP Group actively engaged in policy dialogue through trade associations and industry groups to drive sustainability standards and operations aligned with Thailand's context, as follows:

- Driving Extended Producer Responsibility (EPR) Principles: Participating as a working group member under the Thailand Institute of Packaging and Recycling Management for a Sustainable Environment (TIPMSE), Federation of Thai Industries, to co-develop packaging waste management frameworks tailored to Thailand and design highly efficient post-consumer packaging collection systems.
- Serving on the Committee of the Thai Beverage Association (TBA): Playing an active role in providing insights and driving policies critical to the non-alcoholic beverage industry across public health, excise tax, and environmental standards.
- Supporting Eco-friendly Packaging Design: Offering private sector perspectives on setting design standards for easily recyclable beverage packaging, and contributing to the greenhouse gas reduction roadmap for the food and beverage industry sector.

3. Multi-Stakeholder Collaboration

TCP Group, alongside network partners including the Department of Climate Change and Environment, the Pollution Control Department, the Department of Marine and Coastal Resources, the Department of Local Administration, academia, and non-profit organizations, declared a joint declaration of intent on Sustainable Packaging Management to support Thailand's Net Zero Greenhouse Gas Emissions target by 2050. The collaboration focuses on key areas:

- Developing post-consumer packaging collection and sorting systems to feed back into recycling processes.
- Building databases to track and evaluate packaging waste management performance.
- Addressing waste management challenges in remote areas or locations with constrained resource management capacities.



▲ Kick-off workshop for the development of greenhouse gas reduction guidelines for the food and beverage industry
📅 29 October 2025



▲ Brainstorming session to develop Eco-design standards, co-organized by the Thailand Institute of Packaging and Recycling Management for a Sustainable Environment (TIPMSE) and the Pollution Control Department
📅 7 November 2025



▲ Participating as a network partner in driving EPR principles at the "EPR in Action: Packaging Creates Value" event, turning post-consumer packaging into valuable secondary raw materials
📅 30 September 2025



▲ Brainstorming session to develop packaging design guidelines for recycling glass bottles, paper cartons, steel cans, aluminum cans, and beverage cartons at the "Packaging Design for Circular Economy through EPR Principles" seminar, hosted by the Pollution Control Department and TIPMSE
📅 13 June 2025



▲ Stakeholder consultation workshop on the development of the draft Packaging Design for Recycling Guideline
📅 5 March 2025



▲ Signing the Declaration of Intent on "Driving Producer Responsibility and Climate Change Adaptation towards Sustainable Packaging Management" in support of Thailand's Net Zero 2065 target
📅 10 October 2025

IT Security Practices

Since 2025, TCP Group has adopted the internationally recognized NIST Cybersecurity Framework (NIST CSF) to systematically govern and manage cyber risks, establishing corporate-wide IT security standards. The Group focuses on raising employee awareness and accountability while ensuring compliance with relevant international standards, including ISO/IEC 27001 for Information Security Management Systems (since 2020) and ISO/IEC 20000-1 for Information Technology Service Management (since 2025). Furthermore, the organization has established IT security practices that define operating procedures, roles and responsibilities, and control measures to prevent and mitigate risks. These policies and guidelines serve as a vital foundation enabling TCP Group to maintain robust IT security measures and ensure compliance across the entire organization.

TCP Group focuses on comprehensive prevention, detection, and response to cyber threats across technology, processes, and people to ensure business trust and continuity. The core guidelines are as follows:

Technology & Operational Management

- Initiating awareness and capability-building programs regarding cybersecurity frameworks tailored specifically for operational technology (OT) in production lines, aiming to elevate operational technology security (OT Security).
- Initiating the development and deployment of an Automated Incident Response system to enhance efficiency in reducing both the Mean Time to Detect (MTTD) and Mean Time to Respond (MTTR).
- Applying Artificial Intelligence (AI) technologies for threat detection to increase precision, reduce false positives, and optimize personnel workload.
- Assessing and monitoring the cybersecurity readiness of business partners and suppliers, while establishing minimum information security standards to strengthen supply chain security.

Standards & Readiness

- Elevating management processes to align with international standards for Information Security Management (ISO/IEC 27001), IT Service Management (ISO/IEC 20000-1), and the NIST Cybersecurity Framework (NIST CSF).
- Conducting cyber drills and implementing Incident Response Plans for Business-Critical Applications in collaboration with external experts to ensure crisis management readiness.

Cultivating a Cyber-Resilient Culture

- Providing continuous training and fostering an internal safety and security culture to cultivate high cybersecurity awareness among personnel.
- Conducting phishing simulations at least 12 times a year to evaluate and reinforce vigilance skills among employees.

Cyber Drill Simulation Initiative

To strengthen cyber threat response capabilities, TCP Group conducted a cyber drill simulation based on realistic threat scenarios. This allowed the IT team to practice procedures defined in operational regulations, specifically guidelines for cybersecurity and personal data incident response. The drill aimed to evaluate team readiness and understanding of roles, test communication and coordination processes among related departments, and enhance event analysis and decision-making skills under lifelike crisis conditions. The results indicated that the team could respond within designated timelines, showing strong communication and collaboration between management and operational staff across all sectors. Key areas for improvement were identified, such as avoiding isolated communication channels to reduce potential misalignment; the team concluded that a single primary channel should be utilized, with backup channels reserved only when the primary option is unavailable.

This exercise effectively elevated the team’s readiness and skills to handle threats efficiently, contributing to a sustainable culture of safety and cybersecurity awareness within the organization.



Key Performance in 2025



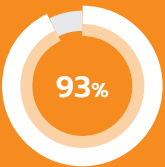
Elevated the External Attack Surface Management (EASM) score from moderate to high (based on assessments by third-party service providers utilized by the organization).



Conducted phishing simulations
12 times per year.



Conducted
1 joint cyber incident response drill with related departments.



93% of employees completed the annual cybersecurity awareness training.

No significant incidents of data breaches resulting from cyber threats that impacted business operations were reported during the reporting period.

Supply Chain Management

Regarding adaptation in supply chain management, in 2025, TCP Group focused on responding effectively to challenges amid global market volatility and evolving consumer behavior. The organization placed strong emphasis on enhancing supply chain resilience and managing raw material sourcing risks by increasing and diversifying sources of raw materials, as well as building business partnerships across various regions. At the same time, TCP Group continued to strengthen collaboration to reduce environmental impacts throughout the supply chain, particularly by reducing greenhouse gas emissions and using resources efficiently. These initiatives not only enhanced operational efficiency, but also supported the Group's sustainable development goals, built trust among all stakeholder groups, and strengthened long-term competitiveness.

Key Performance in 2025



100%
of suppliers signed and committed to the TCP Group Supplier Code of Conduct.



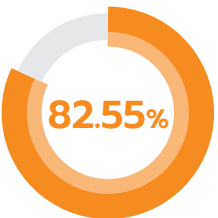
100%
of Tier-1 suppliers underwent ESG self-assessments.



Conducted life cycle risk assessments for raw materials, packaging, and services; implemented mitigation measures and incorporated economic, social.



incorporated economic, social, and governance (ESG) criteria into supplier qualification documents.



82.55%
of local procurement ⁽²⁰⁴⁻¹⁾

Supply Chain Management Approach ^{(308-1) (414-1)}

TCP Group is committed to sustainable supply chain management to ensure that suppliers comply with the Group's Supplier Code of Conduct and that its practices align with international standards. To this end, the Group adopts ISO 20400 Sustainable Procurement Guidelines as its management framework.

- Requiring both new and existing suppliers to acknowledge the Supplier Code of Conduct and Procurement Policy.
- Prioritizing Tier-1 suppliers for risk management and supplier relationship management; integrating environmental, social, and governance.
- Integrating criteria into supplier qualification and tender documents; assessing supplier capability and monitoring performance continuously.
- Conducting life cycle analysis of raw materials and packaging groups using sustainability assessment criteria to identify mitigation measures for potential ESG impacts.
- Requiring Tier-1 suppliers to conduct sustainability self-assessments and using the results to formulate strategies and development plans aligned with business risks and collaboration opportunities.
- Promoting employee awareness and capability to ensure effective and goal-aligned operations.

Supply Chain Risk Management



TCP Group has identified significant risks within its supply chain, including commodity price volatility caused by global economic uncertainty, geopolitical conflicts, and climate-related risks. Additional challenges include changing regulations, suppliers' compliance with sustainability requirements, and stakeholder relationship management. These factors may cause supply chain disruptions and increase operating costs. To enhance resilience and ensure business continuity, TCP Group has implemented several key measures, including selecting qualified suppliers, diversifying sources of raw materials and packaging, improving the efficiency of contract manufacturers and joint ventures, and adopting strategic planning for inventory management and product reserves.

Enhancing Capability and Collaboration

1. TCP Sustainability Forum 2025

TCP Group is committed to building a strong business ecosystem by integrating sustainability concepts into suppliers' operations throughout the supply chain. In 2025, the Company held its annual supplier meeting under the theme **"Sustainable Growth: The Future of Growth"** to establish a foundation for quality growth that responds to future challenges. More than 300 suppliers and partners attended the event.

Key Highlight



- **Application of the international ISO 20400 standard:** Experts from SGS (Thailand) Co., Ltd. presented sustainable procurement practices to provide suppliers with an effective and transparent framework for managing environmental and social risks throughout the supply chain.
- **Recognition of leading suppliers through the TCP Supplier Awards 2025:** The Company presented awards to suppliers with outstanding sustainability performance to recognize standards and encourage continuous improvement in business operations in line with ESG principles.

2. Durbell Successor



Durbell Co., Ltd. focuses on strengthening the supply chain through the **"Durbell Successor Company Visit"**. In 2025, the program entered its third cohort, preparing the next generation of business successors among partner stores to take over and manage their businesses for sustainable growth. In collaboration with D One International Co., Ltd., Durbell organized an in-depth company visit in Chongqing, the People's Republic of China, from 22–26 November 2025, with 44 representatives from partner stores participating.

The learning program was designed around the application of innovation and technology in real business operations. Participants visited leading organizations recognized as global models, including CHANGAN Automobile to learn about automation

and robotics in large-scale production lines; Hema Fresh (Alibaba Group) to study the integration of offline and online retail (O2O) through intelligent logistics; Chongqing Planning Exhibition Hall to broaden perspectives on resource management and smart city development; and Chongqing CEST Energy Technology to learn about integrated energy management through automated systems. This activity not only transferred modern technology knowledge to enhance suppliers' competitiveness but also served as an important mechanism for building networks among suppliers and with the Company, laying the foundation for business growth in line with future changes and strengthening long-term sustainability across the value chain.

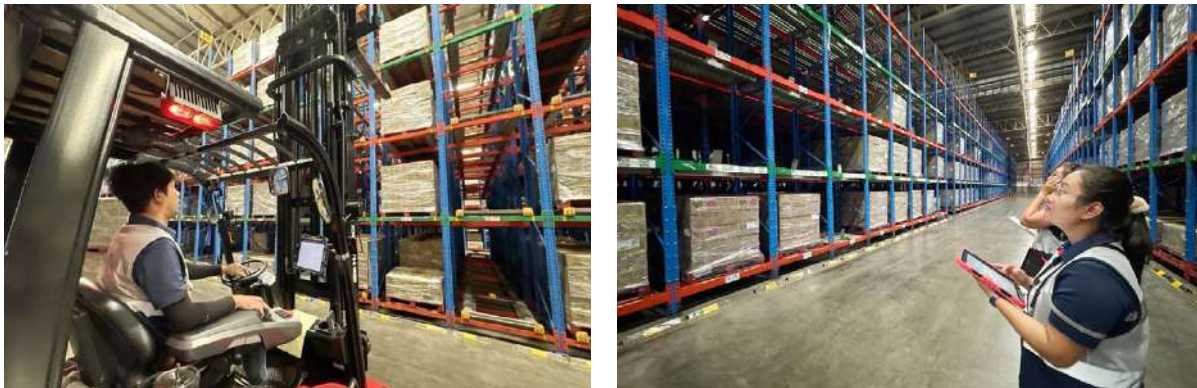


Warehouse and Distribution Management Approach

TCP Group focuses on being a partner that unlocks growth potential for suppliers and business partners through a comprehensive and highly efficient distribution network. The Group integrates information technology to enhance data transparency and operational accuracy across all processes, in alignment with sustainable supply chain management practices.

1. Integrated Logistics and Warehouse Management

TCP Group provides professional end-to-end supply chain services, ranging from third-party logistics to digital supply chain network management (3PL to 5PL), to meet the diverse needs of business partners.



- **Digital Transformation through the IDOS (Inventory and Distribution Optimization System) Project:** Elevating upstream inventory management via the “Mendix” low-code platform to transform workflows from paper-based processes to a fully digital system. This enables real-time inventory and stock visibility, reduces manual errors, and improves accuracy in order preparation for delivery. The initiative has been implemented at Warehouses 1 and 4 in Thailand, reducing annual operating costs by a total of 150,598 Baht.
- **International Standard Warehouse Management (Infor WMS):** Controlling storage and dispatch processes to meet the highest standards, ensuring on-time and in-full (OTIF) delivery.
- **Electronic Proof of Delivery (ePOD):** Utilizing an electronic proof of delivery system to enhance transparency and enable tracking of distribution status at every stage.

2. Digital Sales Optimization



Applying digital tools to enhance the operational capability of the sales team and maximize satisfaction for business partners.

- **Smart Distribution Management System (DMS):** A Digital Management System that supports the Business Continuity Plan (BCP) and features a “Suggested Order” function to provide highly accurate product recommendations.
- **Route Planning and Tracking System (Plan & Tracking):** Developing a Folder & Route Plan system integrated with GPS tracking to optimize access to more than 110,000 retail outlets nationwide, ensuring maximum resource and transport energy efficiency.

3. Data Insights for Strategic Decision-Making

Integrating data from SAP and Power BI for accurate data evaluation and advanced insights. This facilitates precise strategic design and operational planning in alignment with market demands and fosters sustainable growth with business partners.





Social Performance

Creating high-quality services and developing products that are safe and meet good nutritional standards; enhancing employees' quality of life and continuously maintaining a workplace environment conducive to working; as well as fostering engagement and delivering sustainable value to society.



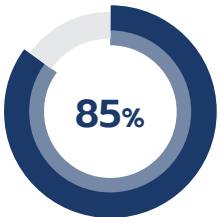
27 New and Improved
Products Meeting Health &
Nutrition Criteria



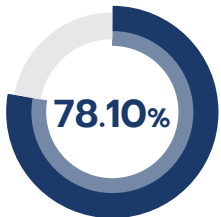
Average of
50 Training Hours
per Employee



Return-to-Work Rate
After Parental Leave



Employee Satisfaction
Survey Score toward
TCP Group



of products
are health-focused

0 Work-related
and Transportation
Fatalities



Social Investment
Expenditures of
77.47
million Baht



Economic Value
Generated of
75.19
million Baht



127,425
Project Beneficiaries



Human Resources Management

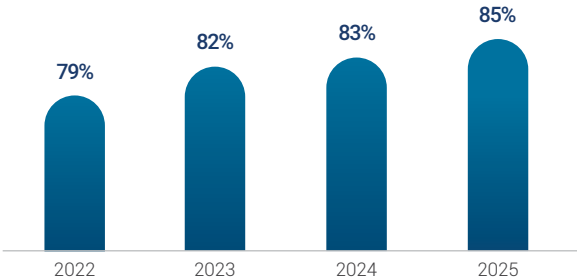
TCP Group faces critical human resource management challenges driven by rapid technological advancements, transitioning toward remote and hybrid work models. Furthermore, today's workforce increasingly seeks an inclusive work environment that embraces diversity in gender, culture, and perspectives. These shifts impact on workforce management, requiring the organization to adapt its recruitment and retention strategies, focus on reskilling employees, and cultivate leadership aligned with corporate culture. The Group also confronts significant risks, such as shortages of critical-skilled talent, employee engagement challenges, generational gaps, and data security risks. To address these challenges, TCP Group has developed a flexible learning ecosystem, built visionary leaders, fostered an innovation-driven culture, prioritized sustainability, and effectively integrated technology into human resource management. Cultivating social responsibility awareness and a strong commitment to being a sustainable enterprise serves as a key factor in attracting and retaining talent whose personal values align with the organization, ultimately driving long-term sustainable corporate growth.

Target



Performance

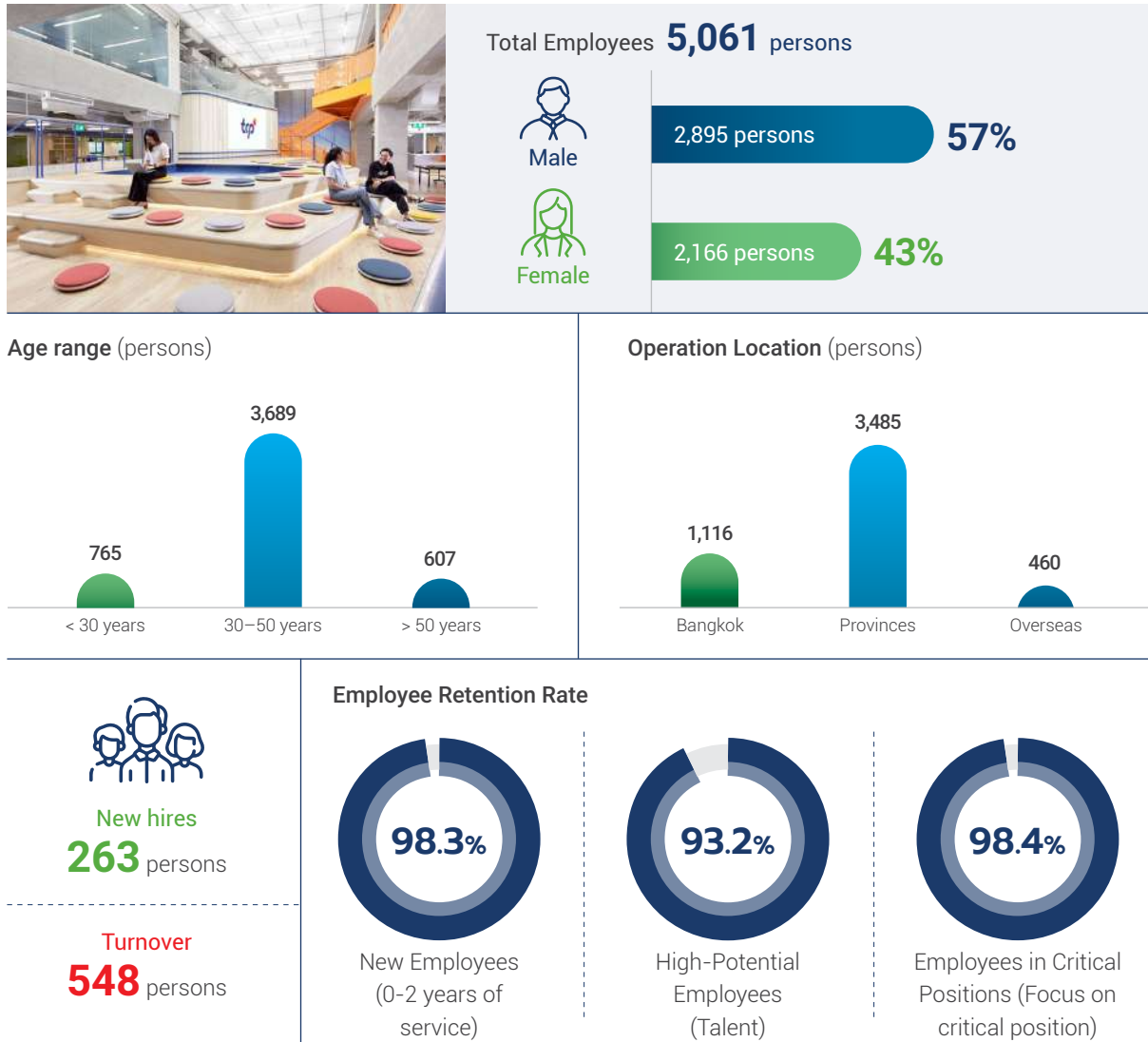
Employee Satisfaction Score



Strategies

- Develop human capabilities through continuous learning systems: Encouraging self-directed learning and internal knowledge sharing facilitated by expert internal trainers.
- Enhance capabilities by expanding the internal trainer pool: Improving efficiency in rapidly disseminating knowledge to the wider workforce, which serves as a vital foundation for building a Learning Organization capable of adapting and thriving amidst informational changes.
- Develop leadership and team management skills: Enabling supervisors to manage effectively and extending these skills to individual contributor managers to align organizational workflows.
- Manage and develop High-Potential Employees (Talent) and Successors: Enhancing management and evaluation systems to retain and develop capable talent to grow alongside the organization.
- Promote employee engagement and workplace happiness: Fostering work-life balance while supporting physical and mental well-being to ensure employees work happily and remain engaged with the organization.
- Inculcate a corporate culture that emphasizes social responsibility and sustainable development.

TCP Group Employee Profiles (2-7) (401-1) (405-1)



Human Resource Management and Development Approach (401-2) (404-2)

Creating a Culture of “Proactive, Positive, and Supercharged”

Building a strong culture is essential. The organization has established a framework to drive a Proactive, Positive, and Supercharged culture through performance evaluations. This ensures that all employees recognize the importance of culture and commit to embedding it as a guiding principle in both work and life, moving in the same direction. This approach enhances each employee’s ability to lead themselves, their teams, and the organization toward collective success. TCP Group has continuously organized various activities to drive this culture forward, as follows:



- Implementing activities across multiple channels to inspire and instill corporate values into employees, fostering awareness and proactive communication while showcasing real-world Culture Stories as role models for daily workplace application.
- Appointing Culture Representatives across all departments to exchange best practices and developing the TCP Culture Train the Trainer internal program, serving as a primary mechanism to pass down culturally aligned behaviors across all employee levels.
- Driving corporate culture through a behavior tracking system (Culture Points) to encourage value integration at the frontline, complemented by corporate awards such as Big Applause and Standing Ovation to honor role-model employees who demonstrate clear achievements in creative workplace improvements.



Management and Leadership Skills Development

TCP Group is committed to systematically and continuously elevating leadership potential to build a happy working environment and deliver excellence aligned with organizational goals, extending development boundaries deep into real-world operational contexts.



1. Leadership Development Across All Levels

Delivering skills development via the TCP People Manager Journey project to continuously reinforce team management skills for supervisors, while expanding the scope to include Individual Contributors (experts without direct reports) to enhance effective proactive collaboration.

2. Department-Specific Specialized Curriculum

Collaborating with internal departments—including Finance, Marketing, and Research & Development (R&D)—to design competency models customized

to each function's specific challenges, ensuring learning content satisfies operational needs and fosters a creative collaborative atmosphere.

3. Strategic and Innovation Thinking Skills

Focusing on cognitive process development through Action Learning and creative stimulation tools, such as Critical Thinking courses and innovation-focused board game learning activities, empowering personnel to analyze problems, plan strategies, and solve business challenges effectively.

4. Digital Learning Ecosystem

Expanding the video-based Learning Content Library via the TCP Learning Plus application to support micro-learning formats, allowing employees to access knowledge, techniques, and shared peer experiences independently, without time or location constraints, to drive a continuous learning culture.



Average Training Hours ⁽⁴⁰⁴⁻¹⁾

50 Hours/Person/Year

Executive Management

75 Hours/Person/Year

Middle Management

71 Hours/Person/Year

Supervisors / Officers

77 Hours/Person/Year

Operational Staff

37 Hours/Person/Year

Talent Management and Succession Planning

TCP Group implements a high-potential employee (Talent) development program to systematically prepare candidates for future Succession Planning. The process encompasses talent selection, coaching, and career path-specific skills training, coupled with continuous development tracking and evaluation to ensure leadership pipeline stability.





Digital Capability Building for Digital Transformation

To transform into a full-scale digital enterprise, the organization prioritizes instilling an innovative mindset and digital skills in employees at all levels to boost productivity and build future-ready talent. Key initiatives include:



1. Digital Mindset and Skills via the Digital Bootcamp 2025 Project

The organization fosters a digital mindset through an innovation Sandbox at the headquarters. This model enables employees to pitch digital innovation projects that solve real frontline problems using storytelling techniques for clear communication. Engagement is amplified nationwide via live broadcasting and online voting, allowing employees to select high-potential projects for enterprise-wide implementation.

2. Performance Enhancement through AI Integration

Focusing on boosting employee work capabilities. In 2025, an AI Driven Hackathon training session themed “Leading in the AI Era” was organized for TCP executives. The event was honored by Mr. Isariya Paireepairit, VP of Public Affairs from LINE MAN Wongnai, who shared insights on leveraging AI innovations to transform the food delivery business and provided key lessons learned on applying AI to create new solutions and drive the organization efficiently.



3. Digital Infrastructure and Workflow Enhancement

To realize digital transformation across all business value chains, the organization-initiated core projects to improve scalability and cost efficiency. Key actions in 2025 included Project RISE with SAP to upgrade the SAP S/4HANA system from version 1809 to version 2023, while migrating the data foundation from an on-premises infrastructure to a private cloud and replacing BW/4HANA system hardware. This enhances business growth flexibility, ensures data security and compliance, and opens opportunities for future technology integration. Additionally, the Digital Finance Transformation project was launched to streamline financial and accounting workflows through digital tools.

พื้นที่
สำหรับ **การทำงานร่วมกัน**
— Space for Collaboration

Diversity and Collaboration (405-1)



TCP Group instills a collaborative culture under the 'Fun & Energized' concept, promoting cross-functional collaboration to unlock creative power and seamless innovation. This opens spaces for employees from diverse departments to exchange perspectives and collectively drive the organization's core goals. Moreover, the company prioritizes building trust and closing gaps between management and staff through engagement activities, such as the annual company outing, sports clubs, and Management Talks (interactive dialogue platforms between executives and employees), strengthening organizational bond and laying a strong foundation for future teamwork.

พื้นที่
สำหรับ **ความเป็นอยู่ที่ดี**
— Space for Well-Being

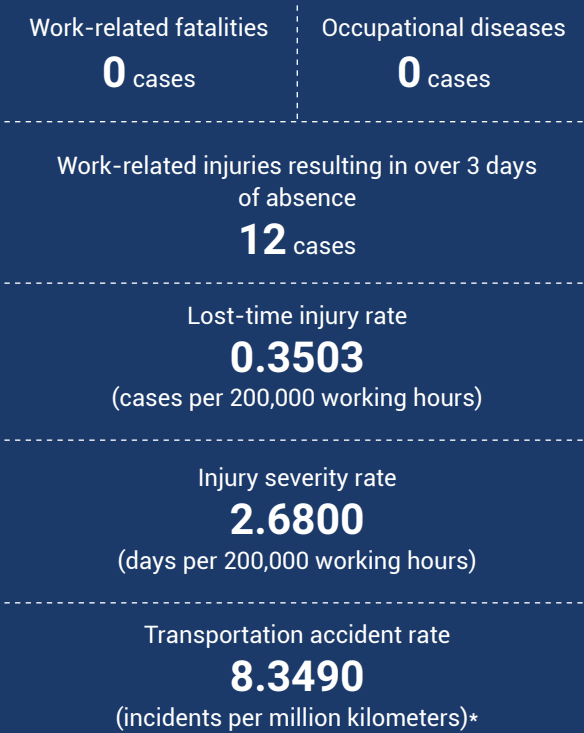
Promoting Well-being (403-6)



TCP Group is dedicated to tangibly enhancing employees' quality of life through a holistic well-being strategy managed under the 4F Model which covers critical life dimensions. It begins with establishing a healthy foundation through Food D focusing on clean and safe nutrition, paired with Fit D supporting physical exercise and body strengthening activities for operational readiness. Financial security is addressed via Fin D building financial resilience through knowledge sharing on debt management and sustainable savings. Crucially, Feel D concentrates on mental well-being and nurturing positive energy in the workplace, ensuring employees work happily and stand ready to drive robust and sustainable organizational growth.

Occupational Health, Safety, and Working Environment (3-3)

Safety, Occupational Health, and Working Environment Statistics (403-8) (403-9) (403-10)



*Data covers Durbell Co., Ltd. and T.G. Vending and Showcase Industries Co., Ltd.

Occupational Health, Safety, and Working Environment Management Approach (403-1) (403-2) (403-3) (403-4) (403-7)

TCP Group places employee safety at the heart of business operations, utilizing systematic management structures that align with international standards as follows:

1. Policy and Governance Structure Formulation

- 1.1 Establishing the Occupational Health, Safety, and Working Environment Policy for TCP Group.
- 1.2 Setting up relevant departments and safety committees, with clear roles and responsibilities for safety officers at all levels according to company structure and legal requirements.
- 1.3 Allocating sufficient resources for the management of occupational health, safety, and working environment.

2. Risk Management and Preventive Measures

- 2.1 Assessing risks and reviewing both internal and external situations to minimize accidents and work-related illnesses, including epidemiological factors that affect safety and occupational health operations, in order to define effective control and preventive measures.
- 2.2 Setting targets and implementing plans for accident prevention, reduction of workplace incidents, and mitigation of compliance risks to drive accident records toward zero.

3. Health and Occupational Hygiene Care

- 3.1 Providing on-site medical staff and health services, with health check-up programs and occupational disease monitoring conducted by occupational medicine specialists.
- 3.2 Launching the Working-Age Wellness Center and appointing a participatory steering committee for workplace well-being initiatives (Healthy Living Project).

4. Safety Awareness Communications

- 4.1 Promoting improvements in the working environment and safety through employee engagement activities such as the SHE Suggestion program and the "Small Acts, Big Impacts" project.
- 4.2 Executing safety training programs and mandatory periodic emergency response plan drills.
- 4.3 Inculcating safety consciousness through safety-centric Corporate Social Responsibility (CSR) activities targeted at local communities and broader society.

5. Monitoring and Review

- 5.1 Auditing, controlling, and reviewing safety management performance consistently during monthly operational meetings.
- 5.2 Organizing annual Management Reviews alongside senior executives to chart forward strategic directions.



Nurturing a Culture of Safety and Well-being

(403-1) (403-2) (403-5)

TCP Group focuses on behavioral transformation to build a sustainable safety culture through key activities:

- Instilling Behavior-Based Safety (BBS) to prevent and reduce workplace accidents stemming from unsafe actions.
- Implementing pre-shift safety hazard identification and mindfulness routines utilizing the KYT technique.
- Conducting positive-reinforcement Safety Talks to demonstrate care and remind workers of “Smart Safe” regulations via concise Safety One-Page communication sheets.
- Participating in the “Safety Culture Together in the Workplace” campaign organized by the Department of Labor Protection and Welfare to emphasize safety culture development.
- Hosting the “Small Acts, Big Impacts” initiative, giving all employees an open platform to propose safety, environmental, and energy efficiency ideas, turning suggestions into tangible operational improvements.



- Sharing sustainable safety cultures with communities via CSR activities by organizing basic firefighting and fire evacuation training in collaboration with Dao Khanong Fire and Rescue Station for students and staff at Wat Yai Rom School (Wattانات Rangsan), Wat Nang Nong Kindergarten, and Wat Bang Khun Thian Nok School.



Promoting Nutrition and Health

- Supporting employee fitness through initiatives like “Steps for Points: 60 Days Challenge,” the “TCP Mini Fun Run,” workout sessions hosted by the “Fit Zone Club,” and internal tournament matches organized by the Football and Badminton Clubs.
- Promoting hygienic and health-conscious food consumption by serving organic, pesticide-free vegetables sourced directly from the corporate vegetable garden plots.



Elevating Occupational Health, Safety, and Working Environment Management

- Model Workplace Award for Corporate Health and Well-being Promotion: T.C. Pharmaceutical Industries Co., Ltd. (Headquarters) and Durbell Co., Ltd. (Headquarters)
- National Outstanding Model Workplace Award for Occupational Health, Safety, and Working Environment (3rd Consecutive Year): Durbell Co., Ltd. (Headquarters)



Transportation Safety

Durbell Co., Ltd. (Durbell), under TCP Group—a leader in consumer goods distribution and warehousing—strives to exceed legal requirements by implementing clear company vehicle regulations to prevent accidents, maximizing transport safety through GPS tracking installations and dashboard cameras.

- Durbell Co., Ltd. (Headquarters) and T.G. Vending and Showcase Industries Co., Ltd. collaborated with the Department of Labour Protection and Welfare as pilot companies elevating employee welfare, achieving certification under the Thai Labour Standard for Logistics and Transport Services (TLS 8003-2023)
- Organized lecture sessions on “Safe Driving: Mindfulness for Commuters and General Traffic Laws” and “Physical, Mental, and Spiritual Readiness for Every Safe Route” under the Corporate Health Enhancement Project.





Human Rights (412-2) (2-30)

TCP Group is deeply committed to respecting human rights across the entire value chain, integrating these principles directly into the Employee Code of Conduct and the Business Partner Code of Conduct. All employees must acknowledge these codes prior to commencing work, with mandatory annual reviews conducted to prevent human rights violations. TCP Group provides a secure grievance channel, the “Integrity Line,” equipped with stringent whistleblower protection measures. Furthermore, the Group has enacted the “Employment and Labour Management Policy” focusing on fair treatment.

Recognizing equality and legal compliance, the organization has upgraded employee benefits to cover all entities under TCP Group Thailand, improving parental leave rights, including maternity leave and paternity leave to care for spouses’ post-childbirth.

Labor standards

1. Compliance with National Labour Standards:

T.C. Pharmaceutical Industries Co., Ltd. (Headquarters), T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Plant), and Hi-Gear Co., Ltd. successfully completed self-declaration processing under the Thai Labour Standard (TLS 8001-2020), published on the website of the Bureau of Labour Standard Development at the Basic Level.

2. Good Labour Practices (GLP) Certificate of Recognition:

Issued by the Department of Labour Protection and Welfare, Ministry of Labour to T.C. Pharmaceutical Industries Co., Ltd. (Headquarters), T.G. Vending and Showcase Industries Co., Ltd., Durbell Co., Ltd. (Headquarters), Durbell Co., Ltd. (Bangkok Branches 1 and 2), and Hi-Gear Co., Ltd.

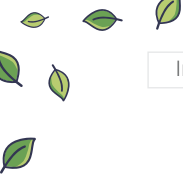


Durbell Co., Ltd.

- Accreditations Certified under the Thai Labour Standard (TLS 8001-2020) at the Basic Level by the Department of Labour Protection and Welfare, Ministry of Labour. Recipient of the National Outstanding Workplace Award for Labour
- Relations and Welfare for the 2nd Consecutive Year from the Department of Labour Protection and Welfare

Note: Applies specifically to Durbell Co., Ltd. Headquarters only





Product Excellence

TCP Group recognizes that innovation and the development of product excellence serve as critical drivers in responding to shifting consumer behaviors toward health-consciousness and aligning with public health mandates. The organization has established innovation as a core strategic pillar to drive sustainable growth. Operations focus on sugar reduction, nutritional enhancement, and responsible marketing communications to build long-term consumer trust and mitigate regulatory risks.

Target



2026

Over **80%**
of products under health and
nutrition criteria of TCP.

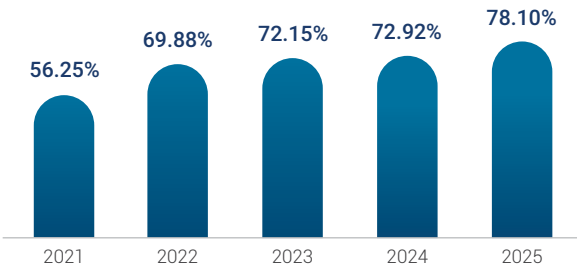


Product Excellence Management Approach

To build stakeholder confidence, the organization leverages innovation to reformulate products for sugar reduction and expand its health-focused portfolio to satisfy personalized nutritional demands. These actions ensure compliance with public health regulations while establishing a foundation for stable, long-term business growth.

Performance

Proportion of Health-Focused Products Relative to Total Portfolio



1. Product Quality and Safety Governance (416-1)



TCP Group implements a systematic quality and safety management approach to ensure all items adhere to the highest standards prior to distribution:

- **Policy and Structure:** A Quality and Food Safety Management System Policy have been established. The system is continually enhanced to comply with international standards under the leadership of top management and specialized working groups, including the Quality and Food Safety Team, the Food Fraud Mitigation Team, and the Food Defense Team.
- **Traceability System:** An efficient traceability system has been developed to track product data throughout the entire supply chain down to the end consumer.
- **Advanced Technology Integration:** Advanced testing technologies are integrated into quality control processes to guarantee product safety in strict compliance with legal requirements and internal standards.
- **Quality Culture Cultivation:** Continuous training programs are provided to instill quality awareness across all employee levels, ensuring staff recognize the significance of their roles in delivering safe products.

2. Health and Nutrition Product Innovation

The organization continuously develops products that support consumer well-being, driving toward its strategic target under the internal TCP Nutrition Criteria. In 2025, health and nutrition developments progressed significantly, bringing health-focused products to 78.10% of the total commercialized portfolio.

The health-focused portfolio is classified into 4 core categories



Sugar Reduction:

Reformulating beverages to minimize sugar content and combat Non-Communicable Diseases (NCDs), adhering to a threshold of less than 6 grams of sugar per 100 milliliters.



Sodium Reduction:

Adjusting and lowering sodium levels to align with established nutritional standards.



Functional Benefits:

Adding specific health benefits or enriching products with essential nutrients and vitamins to meet targeted consumer wellness needs.



Aging Society / Silver Economy Support:

Researching and developing products specifically tailored to the physiological and nutritional requirements of elderly consumers.

New Low-Sugar (< 6g/100ml) and Zero-Sugar **Products Launched** in 2025:



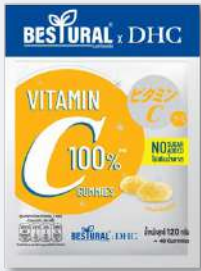
1. Hi! x DHC Vitamin C 200% Mixed Berry Flavor
2. Red Bull Energy Soda Summer Berry Flavor (250 ml)
3. Sponsor Isotonic Calamansi Watermelon Berry Flavor (250 ml)
4. Puriku x BUS White Tea Secret Watermelon Flavor (350 ml)
5. Puriku x BUS White Tea Muscat Shine Up Flavor (350 ml)
6. Red Bull Zero (Distributed in Malaysia)



3. Enhancing Production Efficiency Through Technology and Innovation

TCP Group drives competitiveness and resource efficiency through key strategic projects:

- TCP Incubator:** An internal business sandbox that allows employees to test new commercial ideas using startup management principles, operating under a “Fail Cheap, Learn Fast” framework. This drives rapid market adjustment and iterative learning. A key outcome of this program is the development of the sugar-free BESTURAL Collagen Gummy to capture health consumption trends, alongside a pipeline of continuous product offerings.
- Smart Manufacturing at Prachinburi Plant:** The main production facility has upgraded its workflows into a Smart Manufacturing system. Internal engineering teams developed proprietary AI algorithms to control machine operations and optimize energy management. This relies on in-house technological capabilities instead of purchasing off-the-shelf software, allowing custom configurations to be tailored to the actual production lines.
- Collaboration with REPCO NEX:** Partnered with REPCO Industrial Solutions (a subsidiary of SCG Chemicals or SCGC) to integrate real-time production data monitoring and predictive analysis. This systematic collaboration optimizes production output, product quality, cost control, and energy efficiency.
- Collaboration with the National Astronomical Research Institute of Thailand (NARIT):** Applying high-precision engineering machining and image analysis technology to build advanced Defect Detection automated workflows. This system increases quality control precision by identifying product flaws undetectable by human sight. The project has currently achieved over 80% operational progress.



4. Responsible Marketing and Brand Communications (417-1)

TCP Group enforces ethical marketing communications and transparently discloses nutritional information on product labels. External interactions adhere strictly to the “TCP Group Content Guidelines for External Communication” governed by the “External Communications Policy.” This framework is anchored on honesty, transparency, neutrality, and clarity, ensuring full alignment with statutory laws, regulations, and professional business ethics when communicating with the media and external stakeholders.

Key Initiatives in 2025

14th Red Bull Desert Adventure

Elevating the Thailand-China strategic partnership on the occasion of the 50th anniversary of diplomatic relations, TCP Group supported this extreme sports initiative in the Tengger Desert, China.

- Endurance and Well-being Support:** Supported over 4,000 runners from 110 top MBA/EMBA educational institutions to safely test physical limits across challenging terrains up to a maximum distance of 99 kilometers.
- Wellness-Focused Innovations:** Provided a diverse range of alternative products tailored for modern lifestyles, featuring 0% sugar formulations to promote a “no burden” lifestyle in contemporary packaging formats.
- Cross-Border Collaboration:** Connected economic and tourism sectors by granting race winners from China entry spots into the Amazing Thailand Marathon 2025 to foster cultural exchange.



'Sponsor Refresh and Beat the Heat' Campaign (2nd Consecutive Year)

A joint public health response between TCP Group and the Bangkok Metropolitan Administration (BMA) to provide health protection during summer peak temperatures reaching 43°C. According to Department of Disease Control statistics, heatstroke caused 37 fatalities in 2023 and 30 fatalities in 2024, highlighting the urgency of preventive measures. The BMA supported this campaign to protect vulnerable groups, including young children, the elderly, and outdoor workers, aligning with long-term municipal health policies.



- Health Literacy Promotion: Conducted educational campaigns to raise public awareness on preventing heat-induced health crises and heatstroke, emphasizing the vital role of maintaining electrolyte balance.
- Product Accessibility: Deployed mobile caravans nationwide across 4 regions to distribute 300,000 bottles of Sponsor electrolyte beverages to support outdoor personnel and high-risk communities.

5. Product Label Information Disclosure (417-1)



Building consumer knowledge is essential to preventing risk behaviors and supporting health-conscious choices. TCP Group has developed proactive product labeling practices to ensure accurate, transparent, and legally compliant consumption data without exaggerated claims. Labels clearly convey critical details, including essential ingredients, nutritional information, recommended serving sizes, and explicit consumption guidance for children and pregnant women, helping consumers make well-informed decisions.

6. Product Complaint Management (2-30)

The organization maintains transparent, accessible communication channels for customers to report grievances regarding product quality and safety. This system effectively identifies the root cause of issues and ensures every complaint undergoes a systematic resolution process. Performance results are audited regularly by the Complaint Management Committee.

Consumer Information Center Contact Channels

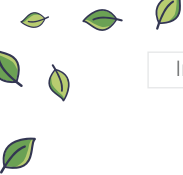


- Consumer Hotline:
02-408-0900



- Corporate Website:
www.tcp.com





Sustainable Society and Community

TCP Group aims to create positive value by prioritizing on-site processes to survey and analyze the root causes of actual problems alongside stakeholders before initiating any project. This ensures that resource allocation and the design of assistance precisely align with the context and targeted needs of each specific area. Throughout more than 70 years of operations, the company has focused on elevating the quality of life across four core pillars: Education, Public Health, Community Development, and Small and Medium Enterprise (SME) Promotion, as well as fostering collaborative networks for society and the environment. This is achieved by integrating strategic projects ranging from baseline community infrastructure development to human capital capability building to foster long-term self-reliance. Furthermore, current operations focus on strengthening community networks alongside promoting climate change adaptation strategies, reinforcing resilience and preparing communities to cope with environmental challenges that impact local livelihoods and foundational economies, which serves as a critical factor toward sustainable social development.

Performance



2023	2024	2025
Total Beneficiaries ¹ 109,049 persons	Total Beneficiaries ¹ 133,106 persons	Total Beneficiaries ¹ 127,425 persons
Economic Value Generated 48,925,741 Baht	Economic Value Generated 38,399,111 Baht	Economic Value Generated 75,190,626 Baht

Note: ¹ Total beneficiaries count only includes projects and initiatives designed specifically to generate verifiable social impact or social value, demonstrating measurable improvements in quality of life. This strictly excludes commercial activities, brand positioning initiatives, general sponsorships, or corporate image campaigns, unless verified to have generated independently audited social outcomes.



1. Education

TCP Group recognizes education as a foundational tool to mitigate social inequality and build quality human resources for national development. The Group implements education initiatives focused on creating equitable opportunities and developing future-ready skills.

Educational Opportunities and Access via Scholarship Programs



Employee Children Scholarships

- General Education: Kindergarten – University
- Vocational Education: Certificate and Higher Certificate



Number of Scholarships
4,127 Scholarships



Budget
12,469,800 Baht



Factory and Office Vicinity School Scholarships

- Wat Sing Secondary School
- Ban Pak Khlong Bang Kradan School
- Sri Rak Rat Bamrung School
- Wat Bang Taen Community School



Number of Scholarships
477 Scholarships



Budget
671,000 Baht



Continuous Scholarships via Yuvabhadhana Foundation



Number of Scholarships
50 Scholarships



Budget
350,000 Baht

EF¹ Brain Skills Promotion Project: “TCP Embracing Child Development for a Better Future”

TCP Group, in collaboration with the Rakluke Learning Group Institute, operates a proactive integrated project to build an essential foundation for early childhood development through EF (Executive Functions) brain skills. EF is the advanced prefrontal cortex cognitive process that regulates thoughts, actions, and emotions to achieve set goals, which is a highly necessary skill for living in the 21st century.

Following the initial drive to implement this knowledge in Bang Taen Sub-district, Ban Sang District, Prachinburi Province for three consecutive years, the project has elevated its operations and expanded the network to cover the entire Ban Sang District to build a complete and sustainable child development ecosystem. The project focuses on various core dimensions, beginning with capacity building workshops for localized education and public health personnel in Ban Sang District to enable them to systematically design lesson plans that stimulate EF brain skills. This is coupled with in-depth collaboration with families through “Parents’ Classroom” activities that emphasize the importance of identity formation (Self) and collaborative stewardship between homes and schools. Furthermore, the initiative drives multi-stakeholder collaboration by uniting forces between TCP Group and local government administrative agencies in Ban Sang District to build a sustainable child development model capable of widespread knowledge transfer. The initiative concluded with the “Building Homes at Ban Sang” event, a major collaborative gathering mobilizing various sectors to showcase achievements, exchange learning, and raise EF brain skills awareness within the community, metaphorically comparing early childhood nurturing to constructing a house that requires a strong foundation (the brain) to support a secure and stable life structure.





Total Project Beneficiaries

1,884 persons

Note: ¹ EF (Executive Functions) refers to the advanced prefrontal cortex brain skills responsible for self-management across thoughts, emotions, and behaviors, leading to goal setting, planning, and successful execution of activities.



Donated a yellow laser retinal photocoagulator to Naresuan University Hospital, Phitsanulok Province.

2. Public Health

Public health promotion is another core initiative that TCP Group has implemented continuously to support public access to medical services as much as possible. Each year, TCP Group allocates a budget to support public health. The flagship initiative, now in its 5th consecutive year, is the “Power of Giving” project, which donates medical equipment and tools to hospitals nationwide based on their specific needs to optimize patient care efficiency. This framework engages TCP Group branch employees across the country and customers to nominate hospitals in need of the work committee.





Hospitals participating in the project

15 hospitals across **12** provinces



Budget for medical equipment and tools

21,780,274.99 Baht

Cumulative Impact (2020–2025): The Power of Giving project has provided assistance to **73** hospitals across **42** provinces, totaling an economic value of over **150** million Baht.





3. Community Development and Promotion

TCP Group emphasizes active engagement with local communities as fundamental social units, recognizing that strong and sustainable communities form the vital foundation for driving various socio-economic mechanisms forward. Therefore, every TCP project actively involves communities, whether the initiatives are directly aimed at community development or environmental conservation. By allowing communities to participate, analyze problems, and find solutions, TCP Group and its project partners serve as co-supporters to co-develop plans that satisfy localized community needs, successfully achieving both organizational goals and community sustainability.

TCP Embracing Thailand’s River Basins Project (Surface Water and Groundwater)



TCP Group drives the “TCP Embracing Thailand’s River Basins” project in partnership with the Utokapat Foundation Under Royal Patronage, the Hydro Informatics Institute (Public Organization), the Groundwater Resources Research Institute at Khon Kaen University, and the World Wildlife Fund for Nature (WWF) Thailand. The initiative equips communities with self-managed water resource management knowledge, strengthens capabilities in water infrastructure and agricultural distribution systems, restores natural ecosystems, and educates farmers on Climate Change Adaptation. Joint operations in 2025 include

- Systemic Resource Management and Adaptation: Disseminating knowledge on equitable agricultural water allocation and Climate Change Adaptation to build long-term water security and enhance farmers’ quality of life.
- Circular Economy via Natural Material Value Addition: Collaborating with Prachinburi provincial government agencies to turn invasive water hyacinths in water sources into economic opportunities. This includes establishing community occupational groups, such as the Water Hyacinth Processing Group to produce organic potting soil and compost—generating revolving income inside and outside the community—and the Handicraft Group to develop premium woven products distributed through the TCP Group Legacy Museum.
- International Standards Alignment: In 2025, TCP Group, alongside WWF and community representatives from 13 villages in Bang Taen Sub-district, Ban Sang District, conducted a site audit against the Alliance for Water Stewardship (AWS) Standard, the international standard for water stewardship. This underscores operational transparency and multi-stakeholder participation in conserving, restoring, and managing the Prachinburi River basin for maximum sustainable benefits.



Bang Pakong and Yom River Basins
Provinces: Prachinburi, Sa Kaeo, Nakhon Nayok, Sukhothai, and Phrae



Volume of Water Stored
1,149,872
cubic meters



Total Economic Value Generated ¹
5,749,480 Baht



Area Benefited ³
6,737 rai



Beneficiaries ²
1,287 households **20,784** persons



Total Project Budget
12,024,388 Baht

- Note:**
- ¹ Calculated from raw water utility valuation used strictly for household consumption, production, and agricultural activities of direct beneficiaries only.
 - ² Calculated from official provincial population density averages in the operating areas (Nakhon Nayok: 4.3, Sa Kaeo: 3.9, Sukhothai: 3.9, Prachinburi: 2.6 persons/household), referencing the database of the Ministry of Interior and the National Statistical Office.
 - ³ Calculated from the average land use per household at 10.47 rai/household of direct beneficiaries only.

Organic Agriculture for School Lunch Project

Durbell Co., Ltd., under TCP Group, has continuously operated the Organic Agriculture for School Lunch project for its 7th consecutive year. The project focuses on organic home-grown vegetable cultivation, animal husbandry, and aquaculture, supplying fresh raw materials from organic farms to school lunch programs to provide safe meals for students. Participating in schools scale these modules to build safe food networks within families, enabling hands-on learning adapted to local contexts. Furthermore, the project instills environmental accountability by establishing school waste banks and providing youth agricultural training.



New Participating
Schools **6** schools

Model Households
Established **293** families

Total Beneficiaries
7,257 persons



Project Budget
1,677,400 Baht



Total Economic Value Generated
605,734 Baht

- Organic Lunch Produce Valuation: **565,592** Baht
- Waste Bank Revenue Generated: **40,142** Baht

Cumulative Impact (2019–2025)

- Supported organic agriculture across **29** schools in **17** provinces
- Established localized organic agriculture curriculums in **20** schools
- Generated **3,513,811** Baht in cumulative economic value.



Khao Phook Jai Project



This project procures certified organic rice from farmers in Yasothon and Prachinburi Provinces at fair-trade pricing, providing safe food benefits to employees as corporate welfare. The framework enables corporate personnel to represent the company in field-based learning and cultural exchanges, studying community heritage, rice strain development, and organic cultivation methodologies directly with farmers.



Beneficiary Farmers
420 persons



Economic Value Generated
1,798,040 Baht

Flood Relief and Disaster Alleviation



In 2025, Thailand experienced widespread flooding that impacted multiple regions persistently over an extended period. TCP Group executed rapid emergency response and relief operations to comprehensively alleviate the hardships faced by affected communities. Operations covered 19 provinces: Prachinburi, Chiang Mai, Nan, Phitsanulok, Phichit, Uttaradit, Sukhothai, Phetchabun, Nakhon Sawan, Chai Nat, Pathum Thani, Ayutthaya, Sing Buri, Ang Thong, Songkhla, Satun, Yala, Pattani, and Narathiwat. Allocated resources included emergency survival kits packed with essential consumer goods and company products, meals, drinking water, and apparel.



Emergency Relief Kits Distributed
9,600 sets



Food and Drinking Water Packages
5,600 sets



Clothing and T-Shirts Supplied
1,952 units



Total Disaster Relief Expenditures
4,389,798 Baht



4. SME Promotion and Development



UTCC
SME Center
ศูนย์เอสเอ็มอี

TCP Group serves as a mentor corporation in the “Big Brother Project” under the Committee for Strengthening Members of the Thai Chamber of Commerce, operating continuously for its 9th cohort alongside 20 leading corporate organizations. The initiative supports small-scale enterprises to scale into medium-sized businesses and enhances their competitive capabilities, stimulating national employment and economic circulation. In 2025, TCP Group delivered deep-level coaching and mentoring to 4 selected enterprises: Wang Nam Khiao Farm Inter Co., Ltd., Common Food Solution Co., Ltd., Pennin Penny Patisserie Co., Ltd., and Nutrina Biotech Co., Ltd., focusing on 4 core pillars:

- **Strategic Coaching:** Strengthening business resilience through data-driven management frameworks, deploying Data Visualization tools and OKR/KPI metrics for precise decision-making. Marketing capabilities were scaled through Growth Marketing strategies and channel expansion across E-commerce and international markets, alongside optimizing operational efficiency via New Product Development (NPD), professional accounting setups, and professional cash flow management models.
- **Inspirational Vision:** Sharing operational success frameworks through “Meeting with CEOs” forums and site studies at the Prachinburi manufacturing facility, enabling entrepreneurs to tangibly apply modern manufacturing setups to their organizational structures.
- **Knowledge Sharing Workshops:** Providing specialized training spanning financial analytics (Financial Class) and business management (BB Business Academy), including data analysis and online marketing led by TCP Group’s multi-departmental experts.
- **Strategic Business Networking:** Facilitating strategic partnership opportunities between emerging enterprises and large-scale corporate entities to build a mutually beneficial business ecosystem in the long term.

Performance

Generated an estimated **26.98** million Baht in collective economic value through revenue generation and cost optimization across the **4** mentored enterprises in the **9th** cohort.

From 2018 to 2025, TCP Group successfully mentored a cumulative total of **32** enterprises through this project.



Social and Environmental Network Collaboration

20th Sarakadee Camp (Documentary Camp)



Recognizing the importance of nurturing socially responsible young communicators, TCP Group supported the travel expenses of youth participants for the 3rd consecutive year. The 20th cohort, themed “The Other: Marginalized Profiles,” served as a creative learning platform focused on developing professional multimedia documentary production skills while building acute awareness around complex social and environmental challenges to drive wide-scale perspective shifts and sustainable change.

BIG TREE

Supported Thailand Tree Festival 2025: Thailand Tree Climbing Championship 2025 at Benjakitti Park to elevate Thai arboriculture qualifications in alignment with international safety and ethical standards for urban large tree management. The initiative inspires youth and interested individuals to pursue arboriculture as a high-potential green job pathway.



“Bin Ranger” Workbook by Magic Hands Foundation



Sponsored the publication of 1,000 “Bin Ranger” workbooks in collaboration with the Magic Hands Foundation to serve as a proactive tool in instilling early-stage source-sorting waste management skills in youth. Designed as a hands-on guide (Learning by Doing), it enables youth to systematically classify recyclable materials and record household waste management data, driving circular economy habits and expanding correct sorting knowledge to families and communities sustainably.

Roots Incubation Program 2025 & Roots Coming Home Fest



Recognizing the potential of the new generation in driving local economies, TCP Group supported the Roots Incubation Program 2025 and the Roots Coming Home Fest. This platform acts as an entrepreneurship incubator for young professionals returning to develop their hometowns, transferring critical business administration, localized asset value addition, and sustainability integration within manufacturing and service pipelines. The initiative creates stable regional livelihoods and builds a network of young leaders to restore foundational economies, sharing inspiration through a communicative cultural festival to connect various sectors together for long-term community development.

Social Responsibility Projects in International Markets

TCP Group - People’s Republic of China

“A Bright Start for Every Child” Project: Building a Strong Foundation for Youth in Remote Areas

TCP Group believes that investing in early childhood is a critical foundation for human resource development. In 2025, the Group partnered with the China Development Research Foundation, allocating a 3 million RMB budget (2025–2027) to drive the “A Bright Start for Every Child” initiative across remote areas in Bijie City.

The project implements a home-visiting module for infants aged 6–36 months. Community volunteers are trained as certified childcare specialists to conduct weekly one-hour home visits, utilizing a developmentally specific curriculum to build proactive household learning and wellness environments sustainably.



Note: The photos are provided by China Development Research Foundation

Performance

Delivered customized, one-on-one developmental support for **1,000** early childhood individuals in target areas, covering development costs (Approximately 3,000 RMB per child annually) starting September 2025.

Supported the national goal of caring for **100,000** rural children across China. Empirical research indicates participating children demonstrate an **84%** lead in cognitive and socio-emotional metrics compared to baseline groups¹, narrowing urban-rural developmental gaps sustainably.

Note: ¹ Empirical research by Professor James Heckman, a Nobel laureate in Economics, confirms that children participating in the project show an 84% lead in cognitive, behavioral, and social development compared to baseline groups, narrowing inequality gaps.

TCP Group – Vietnam

1. Energizing and Inspiring Youths



“Community Sport Yard” Project:

TCP Vietnam, in collaboration with the Central Vietnam Youth Federation (CVYF) and the National Volunteer Center (VVC), scaled the multipurpose sports yards development project for the 2nd consecutive year. The initiative focuses on upgrading underutilized public lands into standardized sports complexes in resource-constrained regions. Fields accommodate pickleball, football, basketball, and volleyball, equipped with high-standard outdoor fitness installations, urban green spaces, and recycling systems to foster environmental responsibility alongside health promotion.

- By December 2025, the project delivered 6 high-standard sports yard complexes, providing public fitness spaces for 20,000 community residents.



“The Noble Youth” Awards

- TCP Vietnam, in collaboration with the CVYF Central Committee, hosted the “Noble Youth 2025” ceremony on October 11, 2025, to honor outstanding young individuals spreading positivity in society. The event was honored by the Secretary-General and Chairman of the Central Committee of the Vietnam Youth Union and Association to commend these exceptional youth. TCP Vietnam has continuously supported this initiative for 6 consecutive years (under the 2023–2025 partnership framework).
- A total of 20 distinguished youth received certificates, medals, and a cash prize of 10,000,000 VND each.

2. Energizing & Inspiring Workers with Disabilities



TCP Vietnam, in collaboration with the CVYF and the Committee of Persons with Disabilities in Vietnam, hosted the “Light of Vietnam Perseverance” project for the 6th consecutive year. The initiative honors outstanding individuals with disabilities who overcame personal hardships to contribute selflessly to society. Additionally, the “Youth with Disabilities Entrepreneurship” initiative supports young entrepreneurs with disabilities by providing capital funding, technology integration, management skills, and business development resources.

supporting over **261** persons with disabilities under the project, with **25** distinguished individuals honored at the ceremony.

3. Energizing and Inspiring Young Labors



In 2025, TCP Vietnam and Red Bull, in collaboration with the CVYF, continued the “Worker Program - Spread Positive Energy” for the 3rd consecutive year. The program enhances the holistic well-being and positive mindset of young laborers through medical health check-ups, talent competitions, and sports tournaments across 3 primary areas: Bac Giang, Dong Nai, and Nghe An.

Total Young Laborers Engaged
Over **7,500** persons

Medical Services Provided: Delivered health screenings and clinical consultations to over **3,500** industrial workers.





Environmental Performance

We are committed to ensuring that our business processes, manufacturing operations, products, and services are environmentally friendly. We continuously enhance energy efficiency, promote responsible water stewardship, and cultivate a shared corporate consciousness to maximize resource efficiency. Furthermore, we actively establish sustainable natural resource conservation pathways in partnership with local communities.



12% (5,336 tCO₂e)¹
reduction in Scope 1 and
Scope 2 greenhouse gas
(GHG) emissions compared
to the 2024 baseline.



7,094 tCO₂e
of GHG emissions mitigated
through the implementation
of Solar Rooftop power
generation systems.



66% renewable energy
share within the organization's
energy portfolio.²



11% (307,030 m³)³
reduction in water withdrawal
for production compared
to the 2024 baseline.



1,149,872 m³ of water replenished
to communities and the environment in **2025** through
the "TCP Embracing Thailand's River Basins" project
(bringing the cumulative total from 2017 to 2025 to 20,335,138 m³).



100%
recyclable packaging
developed⁴



100%
of food waste diverted
to beneficial utilization.



Zero general waste
sent to landfill.⁵



754.16 tonnes
of post-consumer
packaging collected.

Notes

- ¹ Reports boundaries of companies under TCP Group (Thailand) only.
- ² Renewable energy sources include biomass fuel from palm shells and solar energy, calculated exclusively from the energy consumption of companies in Thailand.
- ³ Refers to water withdrawal data for production at the Thailand manufacturing facility, T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi) only.
- ⁴ The proportion of sustainable (recyclable) packaging is calculated from a total of 16 primary and secondary packaging categories.
- ⁵ Based on waste management data from the corporate headquarters and manufacturing facilities in Thailand.

Water Sustainability Management

With global temperatures rising continuously since 2024 and global warming breaching the 1.5°C threshold in 2025, scientists and the World Meteorological Organization (WMO) have confirmed that the Earth has entered an era of more severe and frequent extreme climate events. These include heatwaves, wildfires, floods, droughts, and coral bleaching, alongside volatile La Niña phenomena that prolonged Thailand's rainy season and triggered widespread flooding across the North and Northeast, as well as severe flash floods in the South. These signals reflect that the world is approaching a "Tipping Point", where impacts may become catastrophic and irreversible, even if greenhouse gas emissions are halted entirely. Amidst these challenges, TCP Group remains steadfast in its commitment to sustainable water management, prioritizing the creation of "Water Resilience" to prepare, adapt, and cope with changes. This is driven alongside its "Net Water Positive" goal to return more water to nature and communities than the volume consumed in its production processes. The strategy integrates Nature-based Solutions (NbS), ecological restoration, and empowering communities with accurate data to mitigate risks, enhance resource security, and generate positive environmental impacts for long-term sustainability.

Targets

2025

Achieve sustainable water management according to the international water stewardship standard (AWS Standard)

2025–2030

Reduce water use per unit of product by **3%** annually

2026–2030

Strive for a Net Water Positive target by replenishing **360,000** cubic meters of water annually to nature and communities (Bang Pakong River Basin)

2030

Achieve Net Water Positive (Prachinburi Manufacturing Plant, Bang Pakong River Basin)



Performance

Improving Water Efficiency in Production Processes



Water use per unit of product was **reduced by 6%** compared to 2024 (exceeding the annual target of a 3% reduction against the previous year).



Water withdrawal by manufacturing plant in Thailand totaled **2,353,469** cubic meters, a **11% reduction** compared to 2024

Increasing Water Volumetric Replenishment to nature and communities



Replenished **1,149,872** cubic meters of water to nature and communities through the "TCP Embracing Thailand's River Basins" project, categorized as:

- Surface Water: **580,848** cubic meters
- Groundwater: **569,024** cubic meters

International Standard Alignment in Sustainable Water Management

- T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Manufacturing Plant), in collaboration with its consultant, ERM-Siam Co., Ltd. (ERM), and the World Wildlife Fund (WWF) Thailand, underwent an on-site audit against the International Water Stewardship Standard (AWS Standard), conducted by Water Stewardship Assurance Services (WSAS).

Strategies



Mitigate water-related risks across operations and the value chain.



Reduce water consumption and improve water use efficiency in production processes.



Optimize wastewater treatment systems to ensure treated effluent quality exceeds regulatory requirements.



Expand water reuse and recycling opportunities across operations.



Restore water sources and replenish water through collaboration with local communities and key stakeholders.

Sustainable Water Management Approach (303-1) (303-2)

As a beverage industry leader, sustainable water management has consistently served as one of TCP Group’s core sustainability strategic pillars. The company recognizes that water resource management must be executed both within internal operations and across the entire value chain, grounded in a shared understanding of the challenges, risks, and opportunities among stakeholders sharing the same water catchment. This ensures that planning and execution deliver maximum collective benefits. This approach aligns with global benchmarks such as The International Water Stewardship Standard (AWS Standard). Consequently, the company aims to elevate its water management to international standards and achieve its **“Net Water Positive”** goal—returning more water to nature and communities than the volume consumed in production—by 2030.

To intensify operations in response to current climate challenges, the company established the **“Water Sustainability Management (AWS) Working Team”** in 2025. This working team drives integrated operations alongside suppliers, communities, and government agencies, covering water stewardship, upstream ecosystem restoration, and the promotion of Water, Sanitation, and Hygiene (WASH) access. This framework is coupled with governance mechanisms led by specialized working teams to ensure statutory compliance, align with international standards, mitigate water risks, and secure long-term resource stability.



Note: Water replenishment goals for nature and communities in watersheds where Thai factories are located

Water Resource Management Framework (303-3)



Resource

Balance raw water sources and backup water storage based on catchment water availability to minimize impacts on other water users.



Reduce

Reduce water intensity by improving manufacturing efficiency and promoting a water conservation culture.



Reuse & Recycle

Increase water circularity by expanding water reuse and recycling, including the use of high-quality treated wastewater for appropriate internal activities.



Replenish

Replenish and restore water resources through collaborative initiatives with local communities, academia, NGOs, and other partners to improve catchment health.

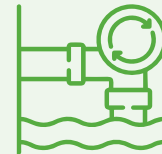


Responsibility

Strengthen water governance by aligning water management practices with corporate policies and internationally recognized standards while promoting accountability to stakeholders.

Wastewater Management (303-4)

T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Manufacturing Plant), the primary manufacturing base of TCP Group, has elevated its effluent management standards beyond regulatory requirements. By deploying advanced wastewater treatment systems and conducting continuous water quality monitoring in compliance with the Ministry of Industry Notification B.E. 2560 (2017), the facility operates under a strict Zero Liquid Discharge policy. All treated wastewater is completely recycled within the facility's boundaries for activities such as maintaining green spaces and cleaning areas outside production lines. This approach not only eliminates the risk of pollutant dispersal into public water bodies but also plays a vital role in sustainably safeguarding water quality across the catchment.



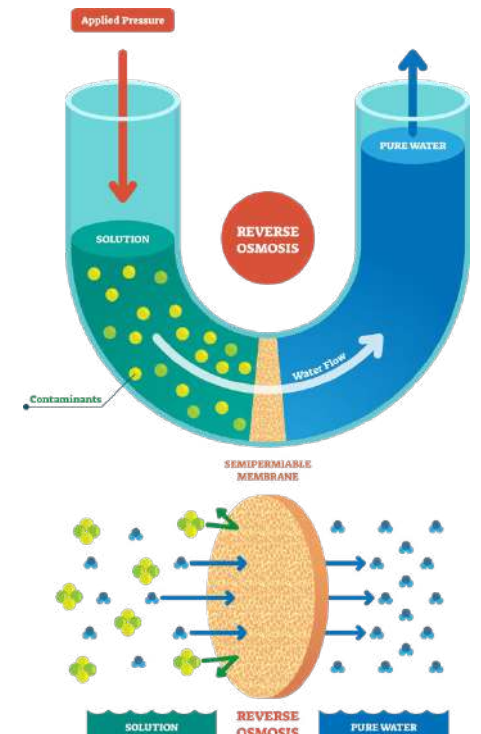
Recycle all treated water for on-site circulation



Key Initiative in 2025

RO (Reverse Osmosis) System Efficiency Improvement Program

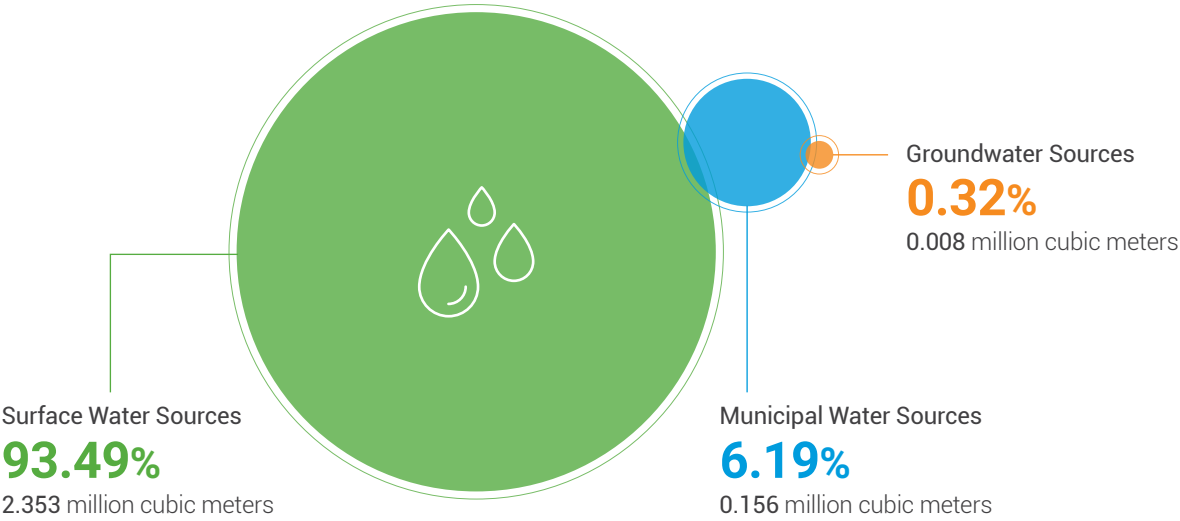
Increased the water reclamation rate within the RO system, successfully reducing water consumption by **126,290** cubic meters per year.



Water Resource Performance Data 2025

Total Water Consumption

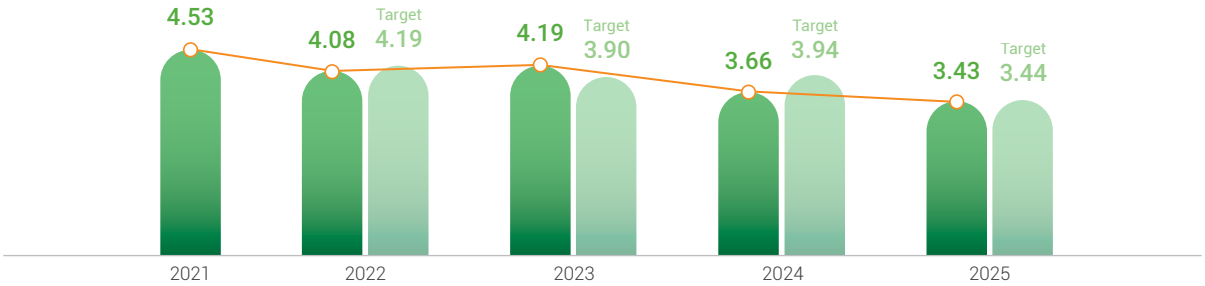
2.517 million cubic meters



2025 Milestone: Water withdrawal for production decreased by **11%** (307,030 cubic meters) compared to 2024.

Water Use per Unit of Product at Prachinburi Manufacturing Plant

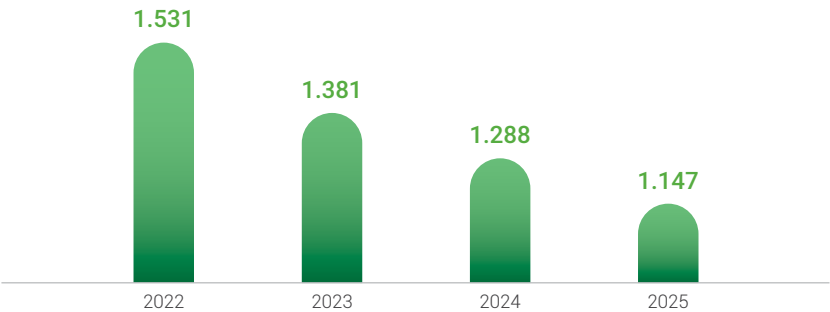
Liters / Liter of product (Baseline)



Water Reuse and Recycling Rate
48.73%

Volume of Reused and Recycled Water

million cubic meters



Wastewater Management Metrics (303-4)



Volume of Wastewater Treated via Treatment Systems **564,824** cubic meters



Volume of Reused and Recycled Water **1,146,849** cubic meters

Water Stewardship Partnerships

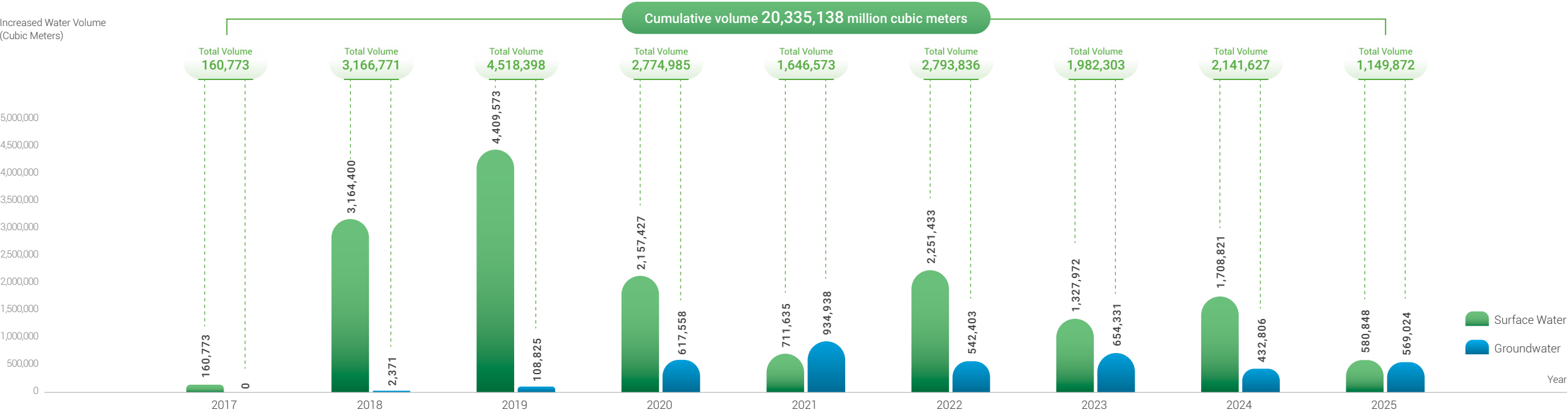
TCP Embracing Thailand’s River Basins Project

TCP Group, in collaboration with the Utokapat Foundation Under Royal Patronage, the Hydro Informatics Institute (HII), and the Groundwater Resources Research Institute at Khon Kaen University, has driven initiatives to empower communities with water management knowledge since 2017. Operated under the concept of “Sourcing and Utilizing Water via Science and Technology,” the project covers both surface and groundwater resources.

In 2022, the partnership expanded to include the World Wildlife Fund (WWF) Thailand to execute water conservation, restoration, and management initiatives in Prachinburi Province. This joint effort promotes catchment management and balanced resource consumption, enhancing ecosystems and localized livelihoods across the lower Prachinburi River basin. Today, TCP Group continues its active collaboration with these partners while planning expansions into new alliances and territories to strengthen long-term water resource security.



Project Performance: “TCP Embracing Thailand’s River Basins” (2017–2025)



Key Initiatives

1. Project for Promoting Participation in Water Management, Ecosystem Restoration, and Quality of Life Improvements in the Lower Prachinburi River Basin, Prachinburi Province



TCP Group, in partnership with WWF Thailand, drives water stewardship frameworks aligned with the International Alliance for Water Stewardship (AWS Standard) to advance water governance and foster long-term ecosystem health. The integrated initiative focuses on two core dimensions:



- Water Resource and Ecosystem Management**

Enhancing water distribution efficiency for agriculture by maintaining water gates, restoring primary and secondary canals, and clearing invasive species, water hyacinths blocking waterways. The initiative also establishes localized aquatic conservation zones and plants native flora to enhance rainwater absorption and prevent bank erosion.

- Community Quality of Life and Sanitation Development**

Upgrading community sanitation by modifying village water supply infrastructure to meet WASH (Water, Sanitation, and Hygiene) standards. This is paired with driving a circular economy by processing invasive water hyacinths into value-added products, such as organic compost, potting soil, and woven handicrafts, generating supplemental income while reducing environmental burdens.



2025 Performance Outcomes

Collaborative operations across 13 target villages achieved measurable socio-environmental transformations:

- Water Resource Security:** Successfully funneled a collective of 284,448 cubic meters of water into agricultural lands, driven primarily by the repair of the Chuad Ai Khang water gate, a critical infrastructure component for local water management
- Sanitation Access:** Upgraded and cleaned village water utility networks across Villages No. 5, 6, 8, and 9, ensuring continuous access to clean and safe domestic water for over a hundred households.
- Conservation and Local Economy Success:** Established an aquatic conservation zone within a 33-rai public pond and areas fronting local temples to restore biodiversity, while the water hyacinth processing group successfully commercialized products to generate local revolving revenue.
- Community Resilience Building:** Cultivated community awareness and capacity to self-manage natural resources, creating an equitable water distribution setup for domestic and agricultural use that aligns with traditional livelihoods.

2. Sustainable Water Development and Management via Groundwater Replenishment

In collaboration with the Groundwater Resources Research Institute at Khon Kaen University, TCP Group executes a Managed Aquifer Recharge (MAR) project within the Bang Pakong River Basin (Nontri and Dong Bang Sub-districts) to address agricultural water scarcity sustainably through three core methodologies:

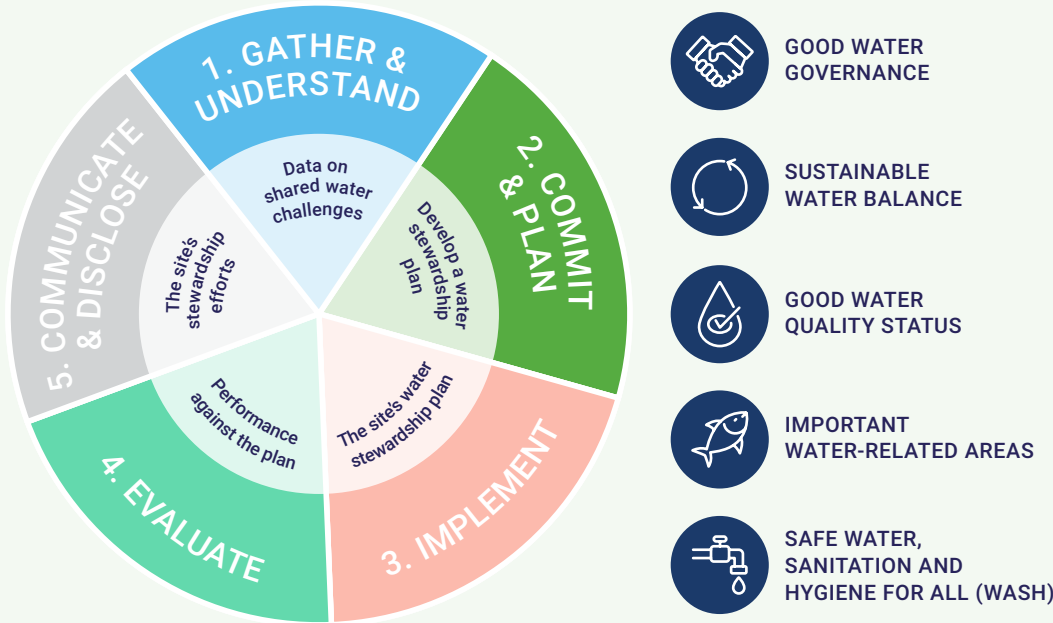
- Shallow Groundwater Replenishment Systems:** Designing and installing recharge systems via strategic ponds and rooftops in high-potential areas to capture and store rainy season runoff into shallow aquifers, preparing communities for extreme droughts and El Niño phenomena.
- Knowledge and Innovation Transfer:** Deploying a Mentorship training program where model community members transfer proper technical skills to network communities. This includes establishing demonstration plots for high-value economic crops, such as durian, utilizing soil moisture sensors to maximize water efficiency.
- Advanced Technology Monitoring:** Recording and analyzing underground aquifer levels continuously, combined with satellite imagery data to evaluate vegetation health indices across project zones.

2025 Performance Outcomes

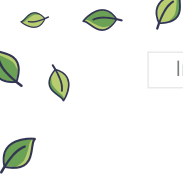
- Achieved beyond targeted goals in 2025, both in quantitative terms and social impact.**
- Increased Water Supply:** Developed 12 groundwater replenishment points, successfully recharging 569,024 cubic meters of water into underground aquifers, securing water resources for both direct and indirect beneficiary households.
- Record-High Social Returns:** Reflecting the long-term value generated from investments relative to the benefits delivered to communities.
- Ecological Richness:** Normalized Difference Vegetation Index (NDVI) data confirmed a significant increase in greenness and ecological health within a 500-meter radius around the replenishment points.
- Adaptive Capacity:** Participating farmers demonstrated higher drought resilience than adjacent zones, minimizing agricultural crop losses and sustainably reducing external water procurement expenses.

3. Sustainable Water Stewardship and Management in Accordance with International Standards

TCP Group prioritizes holistic water stewardship, recognizing that sustainable water management cannot be achieved through isolated operations. Instead, it demands multi-stakeholder collaboration across diverse frameworks, built upon a transparent understanding of the shared water challenges faced by stakeholders utilizing the same water source, alongside comprehensive assessments of local water risks and opportunities. This framework strictly aligns with the International Water Stewardship Standard (AWS Standard), which drives continuous water resource improvement across five core pillars: Good Water Governance, Sustainable Water Balance, Good Water Quality Status, Important Water-Related Areas (IWRAs), and Safe Water, Sanitation, and Hygiene for All (WASH) access for local populations.



Source : AWS Standard version 2.0



Consequently, since 2022, TCP Group has set a strategic roadmap to achieve its “**Net Water Positive**” status by 2030, alongside the operational goal of achieving AWS standard certification by 2025, executed through the following timeline:

2022–2023

The Sustainability Development team completed formal AWS standard training modules and conducted an internal organizational self-assessment to identify operational gaps.



2024

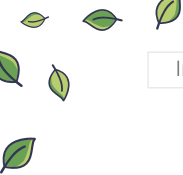
- Commissioned ERM-Siam Co., Ltd. (ERM) as an external consultant to evaluate and analyze operational gaps against AWS criteria and indicators.
- Formally declared the Sustainable Water Management Policy for the Prachinburi Manufacturing Plant and appointed the Water Sustainability Management (AWS) Working Team, clearly segregating roles between the Water and Environmental Management Team (Prachinburi Manufacturing Plant)—responsible for internal water management—and the Sustainability Development Team (Headquarters), responsible for external water management and stakeholder engagement.
- The working team, alongside ERM and primary partner WWF Thailand, reviewed AWS criteria, analyzed secondary catchment data, assessed corporate water risks, and verified primary data, including Shared Water Challenges. It also organized workshops to draft the corporate TCP AWS Action Plan.

2025

- Implemented the corporate sustainable water management plan while monitoring and evaluating performance metrics against established goals.
- Communicated and raised public awareness regarding sustainable water stewardship initiatives.
- Underwent a formal third-party AWS standard audit conducted by Water Stewardship Assurance Services (WSAS) between October 28–30, 2025.



Although the formal on-site audit process concluded in October 2025, the audit outcomes remain subject to a final Technical Review by WSAS experts. The company will establish a Corrective Action Plan to ensure all findings are fully resolved within the first quarter of 2026.



Low Carbon Economy

2025 was marked by highly visible climate change impacts worldwide. The global average temperature rose by 1.6°C above pre-industrial levels, breaching the 1.5°C threshold and making it the hottest year on record. This came with increasingly frequent and severe extreme weather events, including rapidly intensifying storms, “rain bombs” causing torrential rain and flash floods, widespread wildfires, and Antarctic ice melt. Meanwhile, Thailand was tangibly impacted by flooding in Hat Yai, reflecting the vulnerability of urban areas and economic systems to climate volatility. These situations affect not only livelihoods and ecosystems but also the broader economy. To mitigate impacts and build climate resilience, TCP Group is dedicated to reducing and mapping greenhouse gas (GHG) emissions across our entire value chain, while collaborating with business partners to accelerate our journey toward Net Zero.

Targets

- 2025**
Reduce Scope 1 and Scope 2 GHG emissions by **3%** compared to the 2024 baseline.
- 2030**
Reduce Scope 1 and Scope 2 GHG emissions by **26%** compared to the 2022 base year.
- 2050**
Achieve Net Zero GHG emissions across Scopes 1, 2, and 3.

Performance

12% (5,336 tCO₂e)¹
reduction in Scope 1 and Scope 2 GHG emissions by TCP Group compared to 2024
(Target: 3% reduction YoY).

66%²
renewable energy share achieved from palm shells and solar energy.

Strategies



Reduce greenhouse gas (GHG) emissions across all operations.



Optimize energy and resource efficiency.



Increase the use of renewable and clean energy.



Advance the development of low-carbon products and packaging.



Explore nature-based carbon removal solutions, including afforestation and forest restoration.



Build climate awareness and strengthen climate capabilities across the value chain.

Notes ¹ Refers to the reporting boundaries of companies under TCP Group (Thailand) only.
² Calculated exclusively from the energy consumption of companies in Thailand.

Climate Change Management Approach

In 2025, TCP Group continued to drive its GHG reduction strategy, focusing on improving energy efficiency, expanding renewable energy share, and partnering for afforestation to build long-term carbon sinks. These efforts align with our target of reaching Net Zero emissions across Scopes 1, 2, and 3 by 2050.



However, given our continuous business growth and market expansion overseas, 2025 marked a pivotal year as we extended our GHG emissions data boundaries from the national level to manufacturing plants in key markets. This ensures our climate targets and strategies comprehensively and accurately reflect TCP Group’s actual footprint. The expansion initiated at our Hainan Manufacturing Plant in the People’s Republic of China, which sought ISO 14064 certification to verify the completeness and accuracy of its GHG inventory data, serving as a blueprint for other manufacturing plants in key markets.

Additionally, TCP Group established the Climate Action Strategic Pillar Working Group, comprising heads from all business units. To drive implementation effectively, the working group has planned a comprehensive review and redesign of the TCP Group-wide GHG Reduction Roadmap to align with our business structure and multi-market growth, establishing a concrete path toward Net Zero by 2050.

Energy Management, Energy Efficiency, and Renewable Energy Share

TCP Group has set up a dedicated working group with clearly defined roles to drive our energy strategy efficiently. Energy management is governed in accordance with the ISO 50001 international standard and relevant legal frameworks. We aim to lower energy use by deploying Smart Manufacturing technologies to optimize production lines, enhance energy and resource efficiency, and maximize renewable energy adoption. In 2025, we evaluated the feasibility of expanding Solar Rooftop installations to warehouses and sales offices, building upon our ongoing installations at factories and office buildings.



Renewable Energy Projects

Solar Power Generation



- Prachinburi Manufacturing Plant:**
 Installed a Solar Rooftop system with a total capacity of 12.27 MW, accounting for 26.52% of total electricity consumption. **It successfully reduced GHG emissions by 6,747 tCO₂e in 2025.**



- Bang Bon Headquarters:**
 Installed a Solar Rooftop system with a total capacity of 0.50 MW, accounting for 30% of total electricity consumption. **It successfully reduced GHG emissions by 347 tCO₂e in 2025.**

Biomass Steam Generation



- Prachinburi Manufacturing Plant:**
 Utilized biomass fuel for steam generation, producing 685,379,854 MJ of thermal energy. This replaced 12,671,491 liters of fuel oil per year, **translating to a reduction of over 41,128 tCO₂e in GHG emissions.**

In 2025, renewable energy projects collectively reduced GHG emissions by **48,222** tCO₂e/year.

Key Initiatives (305-5) (302-4)

Compressed Air System Optimization Initiatives

Reduced energy consumption by 621,200 kWh/year, mitigating GHG emissions by 310 tCO₂e.

Thermal Energy Efficiency Improvement Initiatives

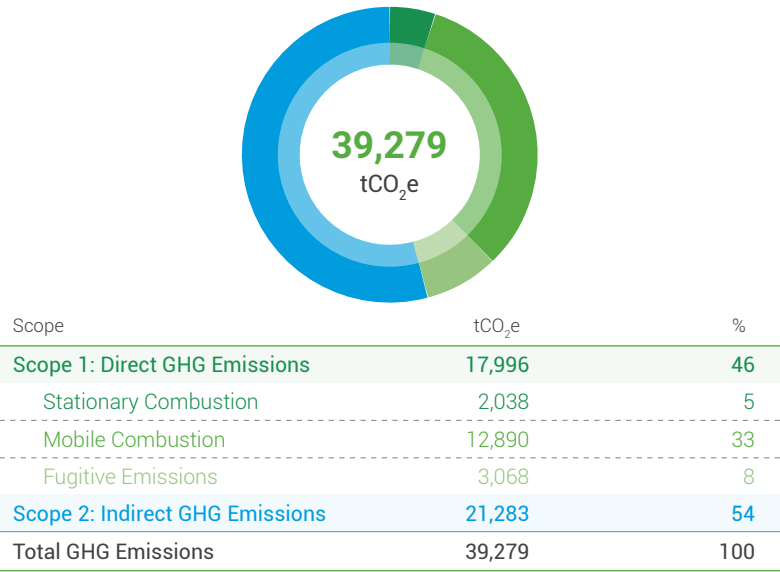
Reduced energy consumption by 1,200,000 MJ/year, mitigating GHG emissions by 35 tCO₂e

Office Energy Optimization Initiatives

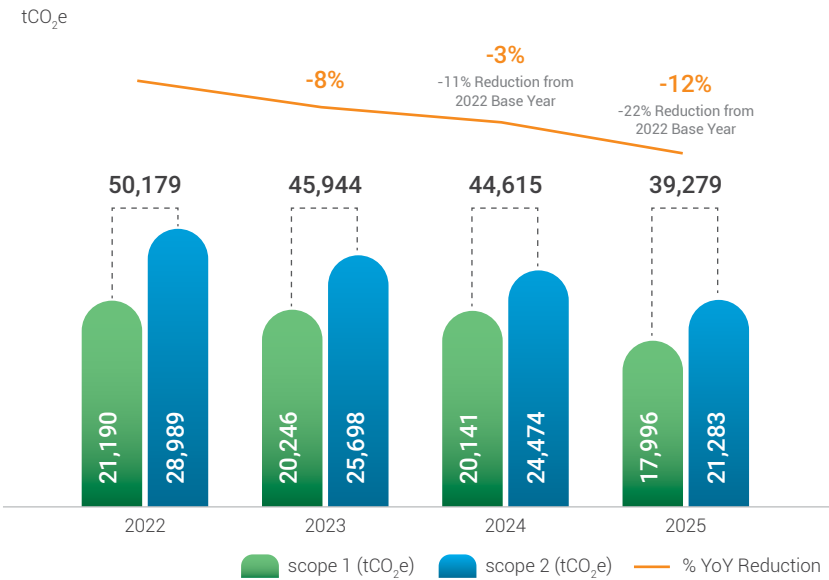
Reduced energy consumption by 351,000 kWh/year, mitigating GHG emissions by 176 tCO₂e.

GHG Emissions Management Data¹

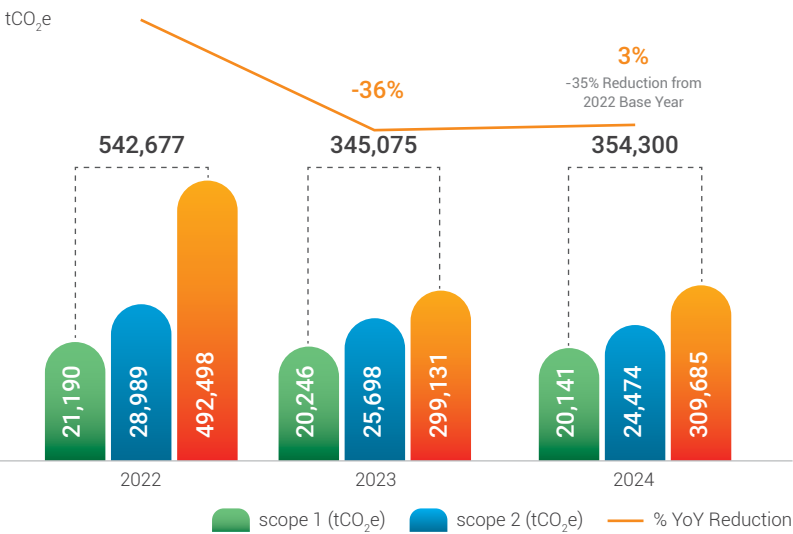
Scope 1 and 2 GHG Emissions Data for 2025



Scope 1 and 2 GHG Emissions Data | 2022–2025



Scope 1, 2, and 3 GHG Emissions Data (Thailand) | 2022–2024



Low Carbon Product Development

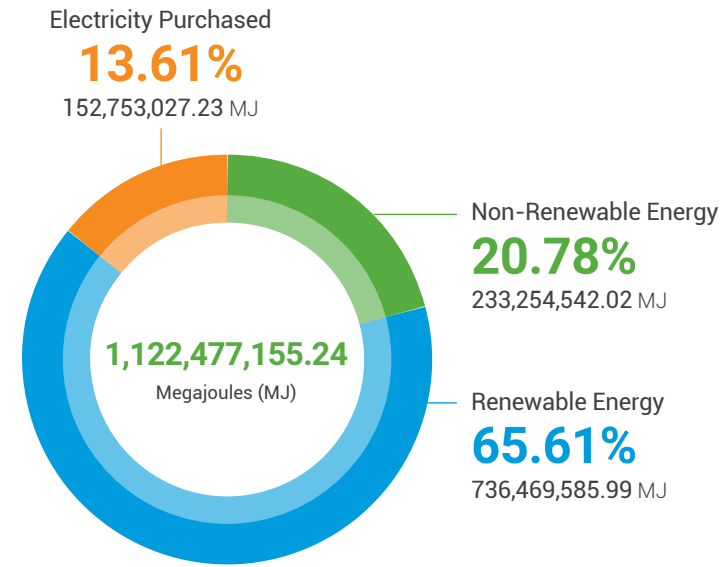
12 products have been certified with the Carbon Footprint of Product (CFP) label by the Thailand Greenhouse Gas Management Organization (Public Organization), and 9 products have successfully obtained the Carbon Footprint Reduction (CFR) label (also known as the Global Warming Reduction Label)



Notes ¹ Reports boundaries of companies under TCP Group (Thailand) only. Data from 2022–2024 has been verified by the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO. The 2025 Scope 3 data collection and verification process is currently ongoing.

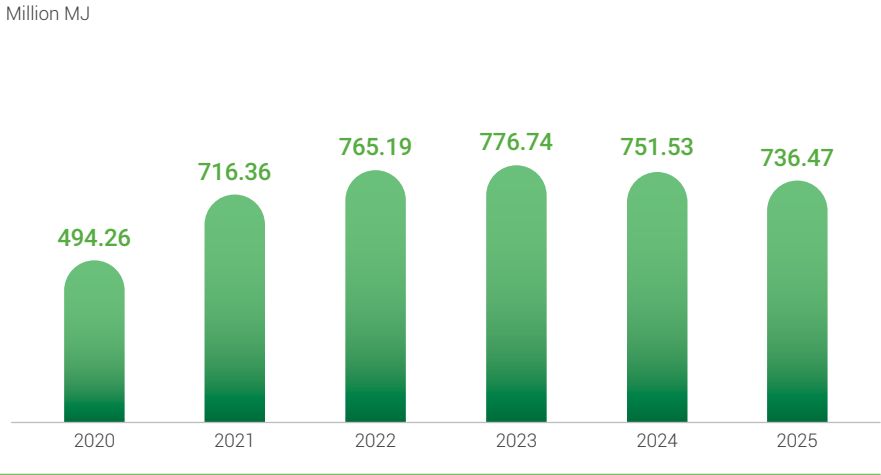
Energy Management Data

Energy Consumption Portfolio in Thailand (2025)

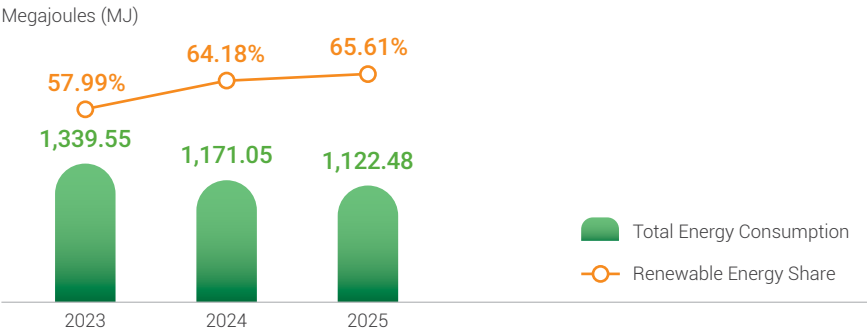


		Megajoules (MJ)
	Fuel Oil	7,342,014.00 0.65%
	Diesel	214,567,956.68 19.12%
	Gasoline	182,772.88 0.02%
	LPG	4,037,587.86 0.36%
	Gasohol 91, 95	3,757,205.37 0.33%
	Gasohol E20	3,367,005.22 0.30%
	Palm Shells	685,379,854.90 61.06%
	Solar Energy	51,089,731.09 4.55%
	Electricity	152,753,027.23 13.61%

Renewable Energy Consumption (2020–2025)

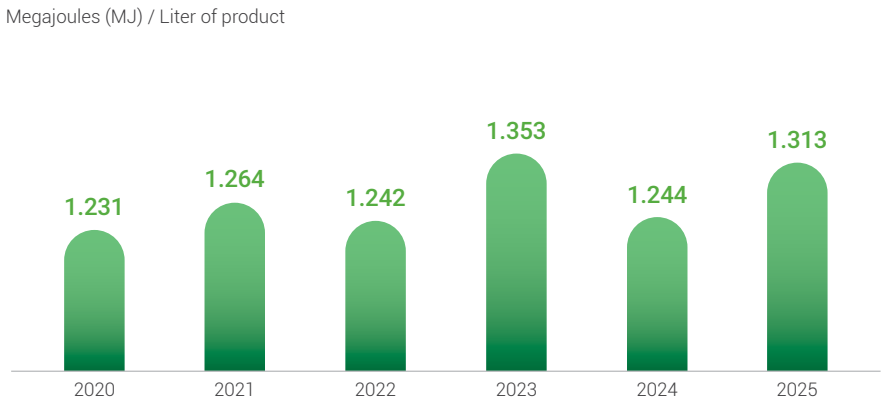


Energy Consumption Data (2023-2025)



In 2025, renewable energy accounted for
83.65%
of the total energy consumption
at the Prachinburi Manufacturing Plant.

Energy Intensity: Thailand Manufacturing Plant Average Energy Intensity Ratio of Prachinburi Manufacturing Plant:



Responsibility for Corporate Events



TCP Group commits to managing the environmental impacts of our business activities, including our corporate events. In 2025, the TCP Sustainability Forum—a collaborative platform driven continuously for four consecutive years—and the TCP-SPONSOR RUN: RUN TO REFRESH (organized by our “Sponsor” brand to energize active runners while caring for the planet) were executed under the Net Zero Event concept.

GHG emissions generated from all event-related activities, such as energy use, participant transportation, and waste management, were calculated and fully offset with forestry-based carbon credits to ensure net-zero emissions. Both events were supported by the Mae Fah Luang Foundation under Royal Patronage, with data verification provided by the Thailand Greenhouse Gas Management Organization (Public Organization).



Air Emissions Management and PM2.5 Mitigation



Although IQAir’s World Air Quality Report 2025 indicated that Thailand’s fine particulate matter (PM2.5) situation showed a slight improvement compared to 2024, the root causes of PM2.5 in Thailand remain complex and multi-faceted. These stem from forest fires, open burning, dense urban traffic, and air emissions from certain industrial sectors. Coupled with dry weather and stagnant wind conditions conducive to ambient pollutant accumulation, PM2.5 remains a critical challenge requiring continuous monitoring and active management.

Recognizing the potential impacts on personnel and surrounding communities’ health, TCP Group prioritizes strict air quality control measures. We initiated indoor PM2.5 monitoring annually since 2024. In 2025, the company procured certified PM2.5 monitoring equipment, instructing our Safety, Occupational Health, and Environment (SHE) officers to conduct regular air quality assessments across TCP Group premises. This helps ensure that our operations minimize health impacts on both internal personnel and neighboring communities.



Boiler Emissions Control

T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Manufacturing Plant) has implemented a Wet Scrubber system to treat stack air emissions. Consequently, emissions of Total Particulate Matter (TSP), Nitrogen Oxides (NO_x), and Sulfur Dioxide (SO₂) across nine release points remain strictly within the standard parameters defined by the Ministry of Industry’s Notification on Prescribing Emission Contaminant Standards, B.E. 2549 (2006). The company performs routine controls, evaluations, and maintenance on the air treatment systems to ensure continuous operational efficiency and mitigate environmental impacts on nearby surroundings.



Vehicular Exhaust Mitigation

In 2025, the Internal Fleet Regulatory Working Group of TCP Group Thailand continued working toward its target of “Zero Fleet Fines from Black Smoke”. Exhaust emissions are monitored using certified Diesel Smoke Opacity Meters in compliance with the new black smoke emission standards set by the Ministry of Natural Resources and Environment. This standard covers all diesel vehicles within TCP Group’s internal fleet from 2025 to the present, ensuring that no corporate vehicles emit black smoke onto public roads.

Furthermore, TCP Group emphasizes transitioning toward Electric Vehicles (EVs) and Hybrid Vehicles—which utilize a combination of internal combustion engines and electric motors—alongside developing infrastructure to support clean energy transportation. We have installed EV Charging Stations at our headquarters to encourage and support employees in switching to electric vehicles. This transition reduces air pollution and PM2.5 from the transportation sector, drives down GHG emissions, improves energy efficiency, and serves as a tangible reflection of the organization’s commitment to advancing a low-carbon society.





Afforestation Studies for Carbon Sequestration

Forest Carbon Credits for Sustainable Development

The “Forest Carbon Credits for Sustainable Development” is a joint initiative with the Mae Fah Luang Foundation under Royal Patronage. It aims to support community forest stewardship through participatory engagement at every stage, helping preserve forests, generate supplementary income, and address economic, social, and environmental goals simultaneously. The project emphasizes transparency, with annual wildfire tracking and financial fund auditing every six months.

In 2025, the project commenced across 6,000 rai, covering 5 community forests in Mueang Haeng Subdistrict, Wiang Haeng District, Chiang Mai Province. The initiative encourages communities to maintain healthy forests as carbon sinks and registers the project under the Thailand Voluntary Emission Reduction Program (T-VER) with the Thailand Greenhouse Gas Management Organization (Public Organization). Communities receive training on forest surveying, carbon storage measurement, and establishing baseline sample plots. The project also supports forest fire prevention, ecosystem restoration, and local humidity enhancement, coupled with the establishment of a community fund to ensure long-term sustainable forest care under the concept of “Thriving Forests, Thriving Communities.”



Climate Change Awareness and Capability Building

TCP Spirit (Volunteer Project)

TCP Spirit is an initiative under TCP Group that invites interested volunteers to learn and act on crucial environmental and community issues, empowering them to become changemakers. Driven by the visibly intensifying impacts of extreme weather events, including severe floods and droughts, the 2025 TCP Spirit program invited volunteers to understand and change the world under the “Asa Ar-Guard” campaign.

Themed “Camping at Doi Chiang Dao: Learning the Story of Community Forests”, the event took place at Ban Pa Phai Community Forest, Mueang Haeng Subdistrict, Wiang Haeng District, Chiang Mai Province. The activities engaged volunteers in multi-dimensional climate change challenges, trained them in measuring tree reduction carbon, and introduced them to community-led forest protection. Volunteers also delved into local agricultural practices to co-create problem-solving frameworks and pass on inspiration to others, building a protective “Guard” for the planet together.



Circular Economy

The circular economy remained one of the critical business challenges in 2025. Driving resources to be utilized efficiently and circulated back into the system requires multi-dimensional operations. These include designing 100% recyclable packaging, increasing the use of recycled materials, developing waste management and recycling infrastructure, fostering collaboration with value chain partners, and promoting consumer engagement. Consequently, TCP Group has integrated the circular economy concept as a core pillar of our sustainability strategy, “Innovation for Sustainable Growth.” We focus on enhancing resource efficiency, minimizing waste generation, and driving our Zero Waste to Landfill target. Concurrently, we collaborate with business partners across the value chain to innovate resource management and promote social awareness, tangibly supporting the transition toward a circular economy.

Performance



recyclable packaging developed ¹



of food waste diverted to beneficial utilization



Zero general waste sent to landfill ²



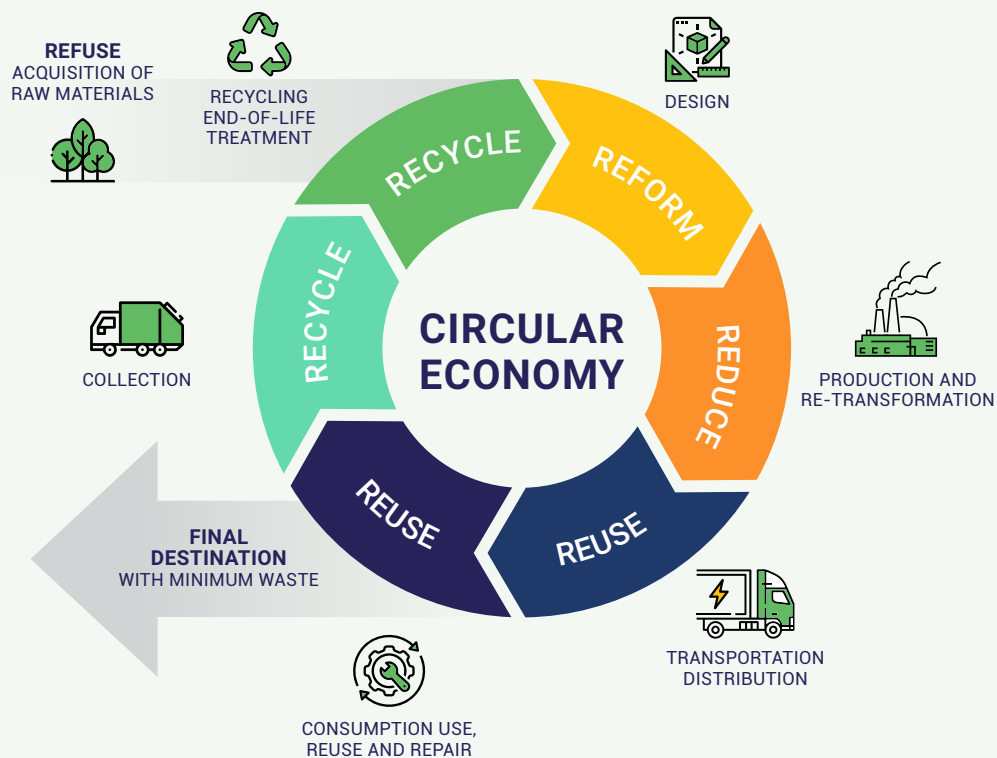
754.16 tonnes of post-consumer packaging collected



Notes ¹ Calculated from a total of 16 primary and secondary packaging categories.
² Based on waste management data from the headquarters and manufacturing facilities in Thailand.

Performance

- Reduce material use and design sustainable packaging that is reusable, recyclable, or compostable.
- Increase the use of Post-Consumer Recycled (PCR) materials through packaging evaluation and development.
- Optimize manufacturing processes to improve resource efficiency while reducing energy consumption and waste generation.
- Manage waste in accordance with the 3Rs principle (Reduce, Reuse, Recycle) to maximize resource circularity.
- Eliminate waste sent to landfill by advancing the Zero Waste to Landfill target.
- Strengthen post-consumer packaging collection and recycling systems through internal initiatives and collaboration with external partners.



Circular Economy Management Approach

TCP Group focuses on designing maximum resource optimization and circularity, enhancing production efficiency to minimize waste generation, and managing waste effectively to establish a continuous, closed-loop resource cycle with zero waste leaking out of the system. Furthermore, we forge partnerships across the value chain to mitigate negative impacts and generate positive values for society, the environment, and the economy.





Elevating “Sustainable Packaging”

Designing for maximum resource optimization and circularity

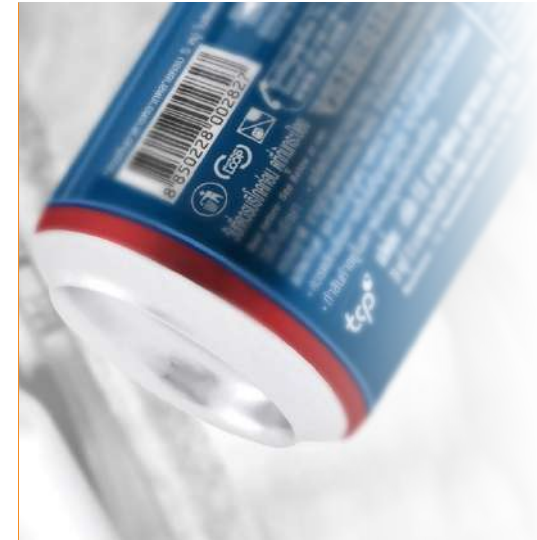
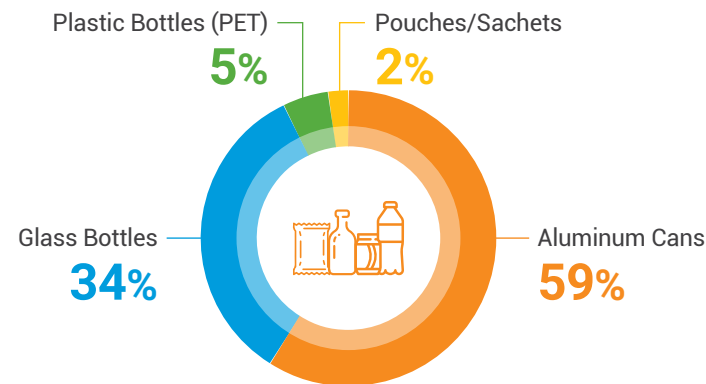
Key Initiatives



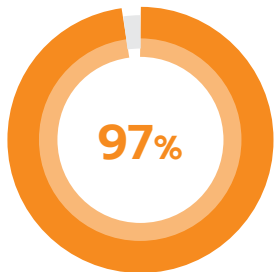
Successfully transitioned Sunsnack (crispy cereal-coated sunflower seeds) packaging to be **100%** recyclable.

2025 Packaging Portfolio Overview

Proportion of primary packaging types used across TCP Group products:



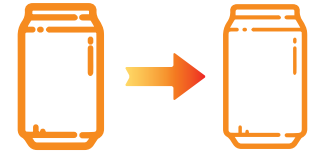
100%
Recycled Packaging



97%
of cartons used are certified by the **Forest Stewardship Council (FSC®)**



Introduced printed shrink film made from **Post-Consumer Recycled (PCR)** plastic for Krating Daeng glass bottle multipacks.



Reduced material consumption by **downgauging aluminum cans.**



Improving production efficiency

To reduce waste generation and manage waste effectively

TCP Group implements sustainable waste management strategies within our manufacturing processes under the 1P3Rs framework to drive our Zero Industrial Waste to Landfill goal:

- **Prevention:**
Eliminating waste generation at the source.
- **Reduction:**
Optimizing utilization and reducing unnecessary material use.
- **Reuse:**
Reusing manufacturing waste efficiently.
- **Recycling:**
Processing waste into new materials in alignment with the Circular Economy concept.

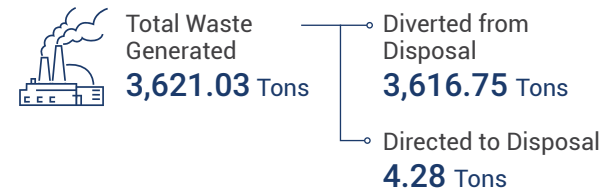


Waste Management Summary 2025 (306-2) (306-1)

TCP Group focuses on managing waste according to the waste management hierarchy, prioritizing recovery and recycling operations to eliminate landfill disposal.

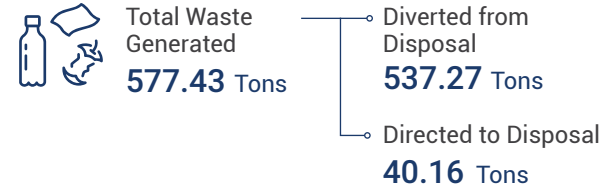
1. Total Waste Generation by Type and Management

• Industrial Waste



Recovery Rate **99.88%**

• General Waste



Recovery Rate **93.05%**

2. Waste Management Methods

• General Waste Breakdown by Management Method

- Sorted and diverted to recycling processes: **248.45 Tons**
- Processed into compost and animal feed: **44.66 Tons**
- Incinerated for energy recovery (Waste-to-Energy): **244.16 Tons**
- Disposed of via sanitary landfill: **40.16 Tons**

• Industrial Waste Breakdown by Disposal/Recovery Method

	tons	%
Non-Hazardous Waste	3,610.04	100
Sorted and diverted to recycling processes	3,470.80	96.14
Returned to vendors for repacking/reuse	85.59	2.37
Diverted to animal feed	15.85	0.44
Utilized for land reclamation/land leveling	33.52	0.93
Incinerated in conventional industrial incinerators	4.28	0.12
Hazardous Waste	10.99	100
Diverted to other beneficial utilization methods	10.04	91.36
Processed into blended fuel/alternative fuel	0.95	8.64

3. Achievements Against Zero Waste to Landfill Targets

- **Corporate Headquarters**
Successfully achieved Zero General Waste to Landfill.
- **Prachinburi Manufacturing Plant**
Successfully achieved Zero Industrial Waste to Landfill.





Improving production efficiency

To reduce waste generation and manage waste effectively



Collection and Recycling Initiatives via TCP Zero Waste

1. TCP Zero Waste

Managed and sorted waste within corporate premises.



Result

60.45 tons collected.

2. Employee Dormitory Waste Bank

Managed and sorted waste at internal residential quarters of T.C. Pharmaceutical Industries Co., Ltd. (Prachinburi Manufacturing Plant).



Result

1.66 tons collected.

3. "TCP Teams Care for the Earth" Project

Managed post-consumer waste generated from corporate marketing activations and events.



Result

21.13 tons collected.



Elevating “Best Practices and Partnerships” Driving the circular economy system

TCP Group integrates circular economy principles by establishing strategic partnerships across the value chain. These collaborations aim to study and develop Extended Producer Responsibility (EPR) models tailored to the context of the Thai industry. Key initiatives executed in 2025 include:

1. TCP Embracing Sustainability: Driving a Circular Economy

In collaboration with the **International Union for Conservation of Nature (IUCN)**, this project manages post-consumer beverage packaging on the islands and coastal areas of Ranong Province—a region facing severe logistical constraints regarding waste transportation and sorting systems. The initiative directly prevents waste leakage into marine ecosystems.

Strategies & Operations:

- Established packaging drop-off points and waste consolidation centers on the islands to streamline logistical efficiency for onshore recycling transportation.
- Created a Community Recycling Fund, turning waste into local revenue to support community social welfare.
- Partnered with the Ngao Subdistrict Administrative Organization to drive the local “Pay-as-you-throw” policy, strictly enforcing waste sorting at the source.
- Circular Economic Value Generated: Over **490,000 THB** circulated within the local community.
- Social Inclusion Impact: **26 tons** of waste were donated through the community fund, generating more than **100,000 THB** for local welfare.



Performance Results (Cumulative 2022–2025):

- Total Post-Consumer Packaging Collected: **129.19 tons** entering the recycling system (including **103 tons** of plastic bottles, glass bottles, and aluminum cans). Of this total, **8.29 tons** were collected between January and May 2025.

2. Community and School Waste Management Project

This initiative strengthens waste management around corporate premises through a multi-stakeholder partnership with the community, Bang Taen Subdistrict Municipality (Prachinburi Province), the Provincial Office of Natural Resources and Environment, and the Department of Provincial Administration. The project establishes a source-sorting ecosystem by introducing community waste banks. Currently, 4 pilot communities have joined, with plans to expand waste banks to an additional 3 communities across Bang Taen Subdistrict. Furthermore, waste-sorting habits are cultivated among youth through the Organic Agriculture School Project, covering 14 schools in 2025. This creates an integrated waste management blueprint connecting factories, communities, and schools.

Strategies & Operations:

- Established waste banks across 4 pilot communities and planned expansions subdistrict-wide to secure sustainable waste-sorting mechanisms.
- Integrated waste management principles into the Organic Agriculture School curriculum, enabling students to learn resource management hands-on via school waste banks and sorting activities.

Performance Results:

- Packaging diverted to the recycling loop from communities: **19.33 tons**
- Packaging diverted to the recycling loop from the educational sector: **5.21 tons**





Elevating “Best Practices and Partnerships” Driving the circular economy system

3. TCP-SPONSOR RUN: RUN TO REFRESH

This initiative integrated circular economy principles into a large-scale marketing event through collaboration with sustainability partners, including GC YOUTURN, Aluminum Loop, BSR, and Gracz, driving the event toward a Zero Waste to Landfill goal.

Strategies & Operations:

- Packaging Take-Back System: Partnered with GC YOUTURN, Aluminum Loop, and BSR (B.S. Glass Recycling) to collect post-consumer plastic bottles, aluminum cans, and glass bottles, steering them into recycling and upcycling processes for new products.
- Organic and Organic-Based Waste Management: Plant-fiber food packaging used during the event was collected and handed over to Gracz (Emdia Co., Ltd.) to be composted into soil conditioners, which were then donated to the Royal Forest Department for sapling cultivation.
- Textile Upcycling: Partnered with SC GRAND to accept used shirts at the event, recycling them into new textile products to maximize resource loops.
- Post-consumer packaging collected at the event for recycling: **120.2 kilograms**.
- Partnered with GC YOUTURN to donate **100 high-visibility safety vests** made from recycled PET bottle fibers to Bangkok Metropolitan Administration (BMA) sanitation and environmental officers.



Performance Results:

- Running shirts manufactured from recycled plastic bottles: **26,000 bottles** used.

4. Circular Packaging Utilization via the Aluminum Loop Project

TCP Group supports the “Aluminum Loop” project initiated by Thai Beverage Can Co., Ltd. (TBC) by selecting aluminum can packaging produced under a closed-loop circular economy system. This initiative actively promotes the endless recycling of Used Beverage Cans (UBC) back into new beverage cans.



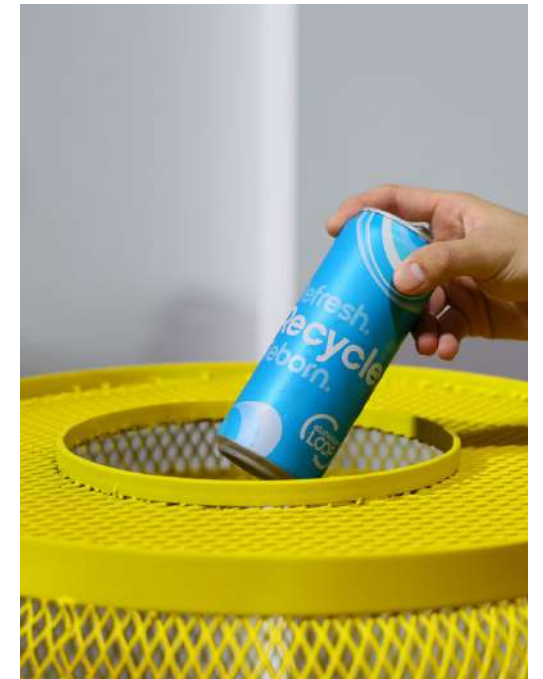
Strategies & Operations:

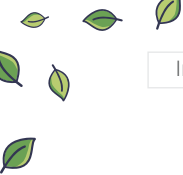
100% Recyclable Packaging Usage

TCP Group utilizes aluminum cans produced under the Aluminum Loop framework for 100% of our can-packaged products manufactured in Thailand, directly driving our corporate goal toward 100% recyclable packaging.

Performance Results:

- Total Used Beverage Cans (UBC) Collected: **41,683,297 cans**
- Total Aluminum Recycled: **517.9 tons**
- Participating Beverage Brands: Sponsor, Mansome, Red Bull Extra, Red Bull Soda, and Ready.





Biodiversity Protection and Enhancement

For TCP Group, “Water” is core fundamental of our business and a critical component of the ecosystem. However, managing water quantity alone is insufficient to ensure long-term water sustainability. We recognize that biodiversity is the definitive index measuring the “health” of the river basins where we operate. Our 2025 Prachinburi river basin survey revealed a diverse range of fish species acting as vital bio-indicators. Any degradation of this ecosystem directly compromises raw source water quality and local livelihoods. Climate change, alongside the decline of native flora and aquatic fauna, directly threatens community food security and diminishes nature’s resilience to climate volatility. To fulfill our commitment of replenishing more clean water to nature and communities than we withdraw, TCP Group drives targeted initiatives to protect wetlands and upstream forests, which serve as the cradle and sanctuary for all living organisms.



Biodiversity Protection and Enhancement Management Approach

TCP Group acknowledges that biodiversity is the cornerstone of ecosystems, directly impacting the security of water resources and agricultural raw materials. We anchor our operations on **Nature-based Solutions (NbS)** to transition from merely mitigating negative impacts to generating a **Nature Positive** impact. This is integrated with our corporate water stewardship and carbon credit strategies through 5 key pillars:



Key Initiatives and Performance



Prachinburi River Biodiversity Assessment Project

Collaboration

World Wildlife Fund (WWF Thailand) and Dr. Chavalit Vidthayanon, an independent aquatic biodiversity expert in Thailand. Surveying biodiversity within the Prachinburi river basin, a vital transition zone linking freshwater and estuarine ecosystems, to establish a baseline database for sustainable resource management.

Aquatic Fauna Diversity



59 Fish Species Documented

- **Taxonomic Dominance:** The highest species richness was observed in the Cyprinidae (carp and minnows) family (13 species), followed by Bagridae (bagrid catfishes) (5 species), and Ariidae (sea catfishes) (4 species).
- **Economically Significant Species:** Identified at least 28 species crucial to local community livelihoods and food security, including the Soldier River Barb (*Albulichthys albuloides*), Boeseman Croaker (*Boesemania microlepis*), and Black Sharkminnow (*Labeo chrysophekadion*).
- **Conservation Status:** Documented 6 Threatened Species, including the Giant Freshwater Stingray, Striped Catfish, Fire Eel, Boeseman Croaker, Soldier Croaker, and Smallscale Archerfish.
- **Water Quality Bio-indicators:** Documented 16 Sensitive Species highly vulnerable to ecological shifts (e.g., the Borneo Threadfins and Taper Tail Anchovy), reflecting water quality that remains capable of supporting specialized native aquatic life.

Avian Diversity



58 Bird Species across 29 Families Documented

- Over 50% of the documented species are recognized as excellent wetland bio-indicators.
- **Waterbirds and Shorebirds:** The Ardeidae (herons and egrets) family was most prominent (10 species), featuring the Great Egret and Little Egret, alongside species of significant conservation status like the Spot-billed Pelican and Oriental Darter.
 - **Apex Predators:** Documented 5 raptor species, including the Eastern Marsh Harrier.
 - **Resident and Agro-ecosystem Species:** Documented the Bronze-winged Jacana (a critical indicator), Coppersmith Barbet, Oriental Magpie-Robin, and Asian Pied Starling.



Great Egret
Photo: Dr. Chavalit Vidthayanon

1. Survey and Baseline Establishment

Promoting in-depth research collaborations with experts to build a comprehensive biodiversity baseline around our manufacturing facilities and target river basins, such as surveying fish and avian species in the Prachinburi river basin to benchmark future enhancement performance.

2. Natural Infrastructure Enhancement

Wetlands and Waterways: Eradicating invasive alien species (such as water hyacinths) and dredging canals while preserving natural morphology to enhance ecological waterways. Concurrently establishing “Fish Sanctuaries” in collaboration with local communities and temples to serve as breeding grounds for native species.

Green Space Expansion: Planting native trees along reservoir boundaries and within community forests to prevent soil erosion and expand habitats for birds and pollinators.

3. Forest Management for Carbon and Biodiversity

Partnering with the Mae Fah Luang Foundation under Royal Patronage to support over 6,000 rai of community forests. These areas sequester carbon while protecting the final strongholds of wildlife and rare flora. We provide financial resources via the “Forest Stewardship Fund” to empower communities to conduct sustainable patrols against encroachment and wildfires.

4. Mitigating Waste Impacts on Ecosystems

Minimizing plastic waste leakage into waterways through the Extended Producer Responsibility (EPR) “Return Project” across coastal areas and islands in Ranong Province, safeguarding marine life and mangrove ecosystems which serve as vital aquatic nurseries.

5. Engagement and Awareness Building

Cultivating shared awareness among communities and youth regarding the interconnectedness of “Water, Forests, Wildlife, and Humans” through World Water Day activities and establishing sustainable, nature-dependent local livelihoods to empower residents as true “Biodiversity Guardians.”

Yee-Sarn Nature Reserve Project (Amphawa, Samut Songkhram)

Collaboration

TCP Group partnered with the Bird Conservation Society of Thailand (BCST) to **develop an 81-rai mangrove forest** site through comprehensive biodiversity mapping.

Biodiversity Performance

- **Forest Structure Enhancement:** Identified 3 distinct mangrove forest types (plantation, mixed, and natural forests) functioning as natural coastal erosion barriers and aquatic nurseries.
- **Benthic Mudflat Diversity:** Documented a high density of key decomposers, including multiple species of Fiddler Crabs and Mangrove Crabs such as the Vinegar Crab (*Episesarma mederi*) and Blue-faced Mangrove Crab.
- **Ecosystem Quality:** Documented diverse bird species utilizing the area for foraging and roosting, validating the safety and ecological health of the project site.

Carbon Performance (Blue Carbon Sequestration)

- Analyzed high-density mangrove forest biomass to evaluate significant greenhouse gas (GHG) sequestration potential, paving the way for blue carbon credit development to deliver shared benefits to the community.



Other Effective Area-based Conservation Measures (OECMs) & Learning Center

- **Elevating to OECMs Status:** Upgrading the site to meet OECMs criteria¹ as an effective conservation zone outside legally protected state areas.
- **Nature's Classroom:** Conducting feasibility studies to transform the site into a leading Mangrove Ecosystem Learning Center, featuring nature trails and wildlife observation points to engage officers, volunteers, and locals in biodiversity management aligned with a Biodiversity Action Plan (BAP).
- **Socio-Economic Connectivity:** Ensuring sustainable community forest use, such as studying the potential for eco-friendly charcoal production to generate local value without disrupting ecological equilibrium.

Community Forest Project in Collaboration with the Mae Fah Luang Foundation

Collaboration

Mae Fah Luang Foundation under Royal Patronage and network community forests of TCP Group is committed to advancing natural resource management through the 2025 “**Forest Carbon Credits for Sustainable Development**” project. By leveraging market-based mechanisms and community engagement, the project contributes to protecting forest ecosystems while enhancing biodiversity and generating long-term environmental and social value.

Leveraging Biodiversity Protection and Enhancement Areas

- Supported a total of **6,000 rai** of community forest to preserve pristine woodlands that serve as critical habitats for native flora and fauna.
- Promoted enrichment planting utilizing native saplings to increase forest density and floral species richness within project boundaries.

Ecosystem Threat Management and Mitigation

- Supported the construction of firebreaks to mitigate wildfire risks, which represent the primary driver of abrupt biodiversity loss.
- Implemented forest hydration initiatives to foster environments conducive to the growth of soil microorganisms and small living organisms.

Capability Building via Biodiversity Action Plans (BAP)

- Provided training on forest surveying, carbon sequestration measurement, and establishing sample plots to generate accurate baseline ecological data on forest health.
- Enhanced local patrolling skills to prevent illegal forest encroachment and wildlife poaching within community forest boundaries.

Sustainability Mechanisms via Community Funds

Established 2 distinct rotating funds to empower communities toward long-term autonomous bio-resource management:

- **Forest Stewardship Fund:** Dedicated to wildfire prevention, conservation, ecological enhancement, and high-quality patrolling activities.
- **Sustainable Community Development Fund:** Promoting eco-friendly livelihoods to generate long-term, sustainable income for the community.



Notes ¹ Note on OECMs: Other Effective Area-based Conservation Measures represent geographically defined areas which are not primary conservation reserves (e.g., community forests, private lands, or archaeological sites) but are managed in ways that achieve positive, sustained, and long-term outcomes for the in-situ conservation of biodiversity, supporting local livelihoods and governance. This mechanism is a critical driver for the global “30x30” target, which aims to protect and restore at least 30% of the world’s terrestrial and marine habitats by 2030.



APPENDIX



Sustainability Performance of TCP Group

Economic Dimension

Indicator	Performance	Unit	2023	2024	2025
Business Capability					
GRI 201-1	Revenue	Million THB	46,262.41	48,950.38	42,189.31
	Operating costs	Million THB	35,528.43	34,482.12	30,463.25
	Employee wages and benefits	Million THB	2,874.17	3,091.88	3,053.59
	Payment to government	Million THB	1,961.68	2,247.43	1,363.65
	community investments (Donation)	Million THB	73.50	99.82	55.34
Customer Privacy					
GRI 418	Substantiated complaints concerning breaches of customer privacy and losses of customer data	case	NA	NA	0
Procurement Practices					
GRI 204-1	Proportion of spending on local suppliers (Thailand)	Percent	NA	86.85	82.55

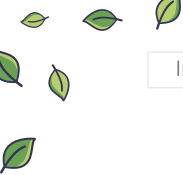
Note: Business capability is reported within the scope of T.C. Pharmaceutical Industries Co., Ltd., T.G. Vending & Showcase Industries Co., Ltd., Durbell Co., Ltd., and Hi-Gear Co., Ltd.



Environmental Dimension

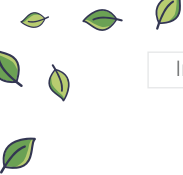
Indicator	Performance	Unit	2023	2024	2025
Energy Consumption					
GRI 302-1 (e)	Total energy consumption	Million Megajoules	1,339.55	1,171.05	1122.48
GRI 302-1 (a)	Total fuel consumption from non-renewable sources	Million Megajoules	380.11	251.77	233.25
GRI 302-1 (b)	Total fuel consumption from renewable sources	Million Megajoules	776.74	751.53	736.47
GRI 302-1 (c)	Energy purchased for consumption (Electricity)	Million Megajoules	182.70	167.74	152.75
GRI 302-1 (d)	Energy sold (Electricity)	Megajoules	NA	NA	NA
GRI 302-3	Energy intensity per unit of production	Megajoules/FG Liter	1.353	1.244	1.313
Greenhouse Gases ¹					
GRI 305-1	Direct (Scope 1) GHG emissions	Ton CO ₂ eq	20,011	20,141	17,996
GRI 305-2	Energy indirect (Scope 2) GHG emissions ¹	Ton CO ₂ eq	25,702	24,475	21,283
GRI 305-3	Other indirect (Scope 3) GHG emissions	Ton CO ₂ eq	299,362	309,685	-

Notes ¹ Reported exclusively for companies under TCP Group (Thailand). Data for 2022–2024 (B.E. 2565–2567) has been verified by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO). Data for 2025 (B.E. 2568) is currently undergoing Scope 3 data collection and verification processes.



Environmental Dimension

Indicator	Performance	Unit	2023	2024	2025
Waste					
GRI 306-2 (a)	Percentage of hazardous industrial waste management by composition				
	Preparation for reuse/Other recovery operations	Percent	26.07	34.64	91.36
	Co-processing/Alternative fuel	Percent	22.69	0	8.64
	Incineration (with energy recovery/dedicated hazardous waste incinerator)	Percent	51.25	65.36	0
GRI 306-2 (b)	Percentage of non-hazardous industrial waste management by composition				
	Composting or soil amendment	Percent	26.37	49.73	0
	Other recovery operations/Sorting for recycling	Percent	71.88	48.33	96.14
	Returned to supplier for refilling or reuse	Percent	0.87	1.54	2.37
	Animal feed	Percent	0.40	0.20	0.44
	Incineration (without energy recovery/general waste	Percent	0.12	0.04	0.12
	Sanitary landfill	Percent	0	0	0
	Land reclamation	Percent	0.36	0.16	0.93



Environmental Dimension

Indicator	Performance	Unit	2023	2024	2025
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Waste (continue)

GRI 306-2 (b)	Percentage of non-hazardous municipal solid waste management				
	Sorting for recycling / Recovery	Percent	-	-	44.68
	Animal feed	Percent	-	-	7.47
	Incineration with energy recovery (Waste-to-energy)	Percent	-	-	40.85
	Sanitary landfill	Percent	-	-	6.99

Water Resources

GRI 303-3 (a)	Total water withdrawal from all areas	Million Cubic Meters	3.101	2.824	2.517
	Groundwater (Total)	Million Cubic Meters	2.968	2.681	2.353
	Freshwater (Total Dissolved Solids ≤1,000 mg/L)	Million Cubic Meters	2.968	2.681	2.353
	Other water (Total Dissolved Solids >1,000 mg/L)	Million Cubic Meters	NA	NA	NA
	Third-party water / Municipal water (Total)	Million Cubic Meters	0.128	0.136	0.156
	Freshwater (Total Dissolved Solids ≤1,000 mg/L)	Million Cubic Meters	0.128	0.136	0.156
	Other water (Total Dissolved Solids >1,000 mg/L)	Million Cubic Meters	NA	NA	NA
	Groundwater (Total)	Million Cubic Meters	0.005	0.008	0.008
	Freshwater (Total Dissolved Solids ≤1,000 mg/L)	Million Cubic Meters	0.005	0.008	0.008
	Other water (Total Dissolved Solids >1,000 mg/L)	Million Cubic Meters	NA	NA	NA



Environmental Dimension

Indicator		Performance	Unit	2023	2024	2025
Water Resources (continue)						
GRI 303-3 (b)	Total water withdrawal from all areas with water stress (Bang Pakong River Basin)		Million Cubic Meters	2.968	2.681	2.353
	Groundwater (Total)		Million Cubic Meters	2.968	2.681	2.353
	Freshwater (Total Dissolved Solids ≤1,000 mg/L)		Million Cubic Meters	2.968	2.681	2.353
	Other water (Total Dissolved Solids >1,000 mg/L)		Million Cubic Meters	NA	NA	NA
	Water Use Ratio (WUR) per unit of product		Liters/Product Liter	4.19	3.66	3.43
Economic Quality of Life Development for Local Communities						
GRI 307-1	Number of beneficiaries from corporate social		People	109,049	133,106	127,425
	Economic value generated from life quality promotion and development projects ²		Million THB	48.92	38.39	75.19
	Significant complaints from local communities / Environmental non-compliance		Case	0	0	0

Notes ² The number of beneficiaries includes only projects and activities explicitly designed to create Social Impact or Social Value, demonstrating measurable improvements in quality of life with clear evidence that beneficiaries received meaningful value. This excludes commercial activities, branding, sponsorships, and corporate image-focused activities, unless they can be proven to generate verified social outcomes.



Social Dimension

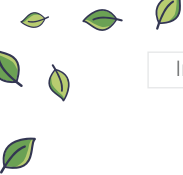
Indicator	Performance	Unit	2023	2024	2025
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Occupational Health and Safety

GRI 403-9	Recordable work-related injury rate (All types)	cases/200,000 work hours	0.3631	0.3964	0.3503
	Lost-time injury frequency rate (LTIFR)	cases/200,000 work hours	0.2622	0.2775	0.3153
	Occupational ill health rate	cases	0	0	0
	Lost-time injury severity rate (LTISR)	Days/200,000 work hours	7.9682	4.9552	2.6800
	Vehicle accident rate per million kilometers ³	cases/1,000,000 kilometers	6.7	8.2	8.3
	Number of work-related fatalities	Cases	1	0	0
	Number of lost-time injuries (absent for more than 3 days)	Times	11	7	12

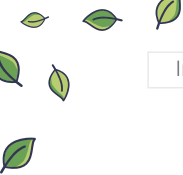
Indicator	Performance	Unit	2023		2024		2025	
			Male	Female	Male	Female	Male	Female
GRI 102-8	Total number of employees							
	Breakdown by gender	Person	2898	2,230	2944	2,210	2895	2166

Notes ³ Refers to the vehicle accident rate per million kilometers, reported exclusively for Durbell Co., Ltd.



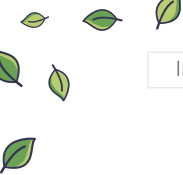
Social Dimension

Indicator	Performance	Unit	2023		2024		2025	
			Male	Female	Male	Female	Male	Female
GRI 405-1	Diversity of employees							
	Breakdown by employee category							
	Operational level (D-E4)	Person	4,727		4736		4646	
	Management level (M1-M3)	Person	325		333		330	
	Executive level (L1 and above)	Person	76		85		85	
	Breakdown by age group							
	Under 30 years old	Person	971		917		765	
	30-50 years old	Person	3,637		3,671		3689	
	Over 50 years old	Person	520		566		607	
	Breakdown by region							
	Bangkok and Metropolitan Region	Person	933		900		1116	
	Other provinces (Upcountry)	Person	3,987		3,890		3485	
	Overseas (International)	Person	208		364		460	
	Number of employees with disabilities hired	Person	50		50		50	



Social Dimension

Indicator	Performance	Unit	2023		2024		2025	
			Male	Female	Male	Female	Male	Female
GRI 401-1	New employee hires and employee turnover							
	Total number of new employee hires	Person	436	419	419	280	158	105
	New employee hires by age group							
	Under 30 years old	Person	459		339		120	
	30–50 years old	Person	394		356		143	
	Over 50 years old	Person	2		4		0	
	New employee hires by region							
	Bangkok and Metropolitan Region	Person	137		105		175	
	Other provinces (Upcountry)	Person	635		426		80	
	Overseas (International)	Person	83		168		8	
	Total number of employee turnover (Resignations)	Person	381	412	361	292	347	201
	Employee turnover by age group							
	Under 30 years old	Person	378		228		202	
	30–50 years old	Person	391		384		323	
	Over 50 years old	Person	24		41		23	
	New employee hires by region							
	Bangkok and Metropolitan Region	Person	105		126		253	
	Other provinces (Upcountry)	Person	677		527		404	
	Overseas (International)	Person	11		32		42	



Social Dimension

Indicator	Performance	Unit	2023		2024		2025	
			Male	Female	Male	Female	Male	Female
GRI 401-3	Parental leave							
	Total number of employees entitled to parental leave	Person	NA	NA	2,744	2,095	2,589	2,002
	Total number of employees who took parental leave	Person	NA	NA	3	45	48	24
	Total number of employees who returned to work after parental leave ended	Person	NA	NA	3	45	48	24
	Total number of employees who returned to work after parental leave ended and were still employed 12 months later	Person	NA	NA	3	45	48	24
	Return-to-work rate of employees who took parental leave	Percent	NA	NA	100%	100%	100%	100%
GRI 404-1	Employee Training and Development							
	Average hours of training per year per employee	Hours/ Person per Year	43.5		54		50	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Percent	100	100	100	100	100	100



GRI CONTENT INDEX

Statement of use

TCP Group has reported in accordance with the GRI Standards for the period 1 Jan 2025 to 31 Dec 2025

GRI 1 used

GRI 1: Foundation 2021

GRI Standard			Disclosures		Location	Omissions			External Assurance
						Requirement(s) omitted	Reason	Explanation	
General Disclosures									
GRI 2: General Disclosures 2021	2-1	Organizational details		5					
	2-2	Entities included in the organization’s sustainability reporting		3					
	2-3	Reporting period, frequency and contact point		3					
	2-4	Restatements of information		3					
	2-5	External assurance		3					
	2-6	Activities, value chain and other business relationships		5-7					
	2-7	Employees		33					
	2-8	Workers who are not employees			a, b, c	Confidentiality constraints	This information is for internal use.		
	2-9	Governance structure and composition		15, 20-21					
	2-10	Nomination and selection of the highest governance body			a, b, c	Confidentiality constraints	This information is for internal use.		
	2-11	Chair of the highest governance body		17					
	2-12	Role of the highest governance body in overseeing the management of impacts		17					
	2-13	Delegation of responsibility for managing impacts		17, 18					
	2-14	Role of the highest governance body in sustainability reporting		17					



GRI Standard		Disclosures		Location	Omissions		External Assurance	
					Requirement(s) omitted	Reason	Explanation	
General Disclosures								
GRI 2: General Disclosures 2021	2-15	Conflicts of interest			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-16	Communication of critical concerns		24				
	2-17	Collective knowledge of the highest governance body			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-18	Evaluation of the performance of the highest governance body			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-19	Remuneration policies			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-20	Process to determine remuneration			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-21	Annual total compensation ratio			a, b, c	Confidentiality constraints	This information is for internal use.	
	2-22	Statement on sustainable development strategy		4				
	2-23	Policy commitments		5,20				
	2-24	Embedding policy commitments		5,20				
	2-25	Processes to remediate negative impacts		24				
	2-26	Mechanisms for seeking advice and raising concerns		24				
	2-27	Compliance with laws and regulations		25				
	2-28	Membership associations		28				
	2-29	Approach to stakeholder engagement		12-16				
	2-30	Collective bargaining agreements		39, 43				



GRI Standard			Disclosures	Location	Omissions			External Assurance
					Requirement(s) omitted	Reason	Explanation	
Material Topics								
GRI 3: Material Topics 2021	3-1	Process to determine material topics	16					
	3-2	List of material topics	16					
Economic Performance								
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	22					
Marketing and Labeling								
GRI 3: Material Topics 2021	3-3	Management of material topics	43					
Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	43					
Customer Health and Safety								
GRI 3: Material Topics 2021	3-3	Management of material topics	41					
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	41					



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Employment							
GRI 3: Material Topics 2021	3-3	Management of material topics	27				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	33				
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33-36				
	401-3	Parental leave	92				
Training and Education							
GRI 3: Material Topics 2021	3-3	Management of material topics	29				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	26				
	404-2	Programs for upgrading employee skills and transition assistance programs	33-35				
	404-3	Percentage of employees receiving regular performance and career development reviews	92				
Diversity and Equal Opportunity							
GRI 3: Material Topics 2021	3-3	Management of material topics	36				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	36				



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Procurement Practices							
GRI 3: Material Topics 2021	3-3	Management of material topics	28				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	22				
Anti-corruption							
GRI 3: Material Topics 2021	3-3	Management of material topics	24				
	205-2	Communication and training about anti-corruption policies and procedures	24				
Energy							
GRI 3: Material Topics 2021	3-3	Management of material topics	58				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	61				
	302-3	Energy intensity	61				
	302-4	Reduction of energy consumption	59				



GRI Standard			Disclosures	Location	Omissions			External Assurance
					Requirement(s) omitted	Reason	Explanation	
Water and Effluents								
GRI 3: Material Topics 2021	3-3	Management of material topics		49-55				
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		50,52				
	303-2	Management of water discharge-related impacts		50-51				
	303-3	Water withdrawal		51				
	303-4	Water discharge		51				
	303-5	Water consumption						
Waste								
GRI 3: Material Topics 2021	3-3	Management of material topics		64-69				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts		64-69				
	306-2	Management of significant waste-related impacts		67				
	306-3	Waste generated		67				
	306-4	Waste diverted from disposal		67				
	306-5	Waste directed to disposal		67				



GRI Standard		Disclosures	Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Emissions							
GRI 3: Material Topics 2021	3-3	Management of material topics	56-58				
GRI 305: Emission 2016	305-1	Direct (Scope 1) GHG emissions	60				
	305-2	Energy indirect (Scope 2) GHG emissions	60				
	305-3	Other indirect (Scope 3) GHG emissions	60				
	305-5	Reduction of GHG emissions	59				
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	62				
Environmental Compliance							
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	88				
Supplier Environmental Assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	28-29				
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria.	28				



GRI Standard			Disclosures	Location	Omissions			External Assurance
					Requirement(s) omitted	Reason	Explanation	
Occupational Health and Safety								
GRI 3: Material Topics 2021	3-3	Management of material topics	37					
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	37-38					
	403-2	Hazard identification, risk assessment, and incident investigation	37-38					
	403-3	Occupational health services	37					
	403-4	Worker participation, consultation, and communication on occupational health and safety	37					
	403-5	Worker training on occupational health and safety	38					
	403-6	Promotion of worker health	36,38					
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37					
	403-8	Workers covered by an occupational health and safety management system	37					
	403-9	Work-related injuries	37					
	403-10	Work-related ill health	37					
Human Rights Assessment								
GRI 3: Material Topics 2021	3-3	Management of material topics	39					
GRI 412-2: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	39					



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Local Communities							
GRI 3: Material Topics 2021	3-3	Management of material topics	38-46				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	38-46				
	413-2	Operations with significant actual and potential negative impacts on local communities	38-46				
Supplier Social Assessment							
GRI 3: Material Topics 2021	3-3	Management of material topics	28-29				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria.	28				
Socioeconomic Compliance							
GRI 3: Material Topics 2021	3-3	Management of material topics	24-26				
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	88				



GRI Standard	Disclosures		Location	Omissions			External Assurance
				Requirement(s) omitted	Reason	Explanation	
Sustainable Packaging							
GRI 3: Material Topics 2021	3-3	Management of material topics	74				
Customer Privacy							
GRI 3: Material Topics 2021	3-3	Management of material topics	24,26-27				
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23				
Biodiversity							
GRI 3: Material Topics 2021	3-3	Management of material topics	80-81				



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